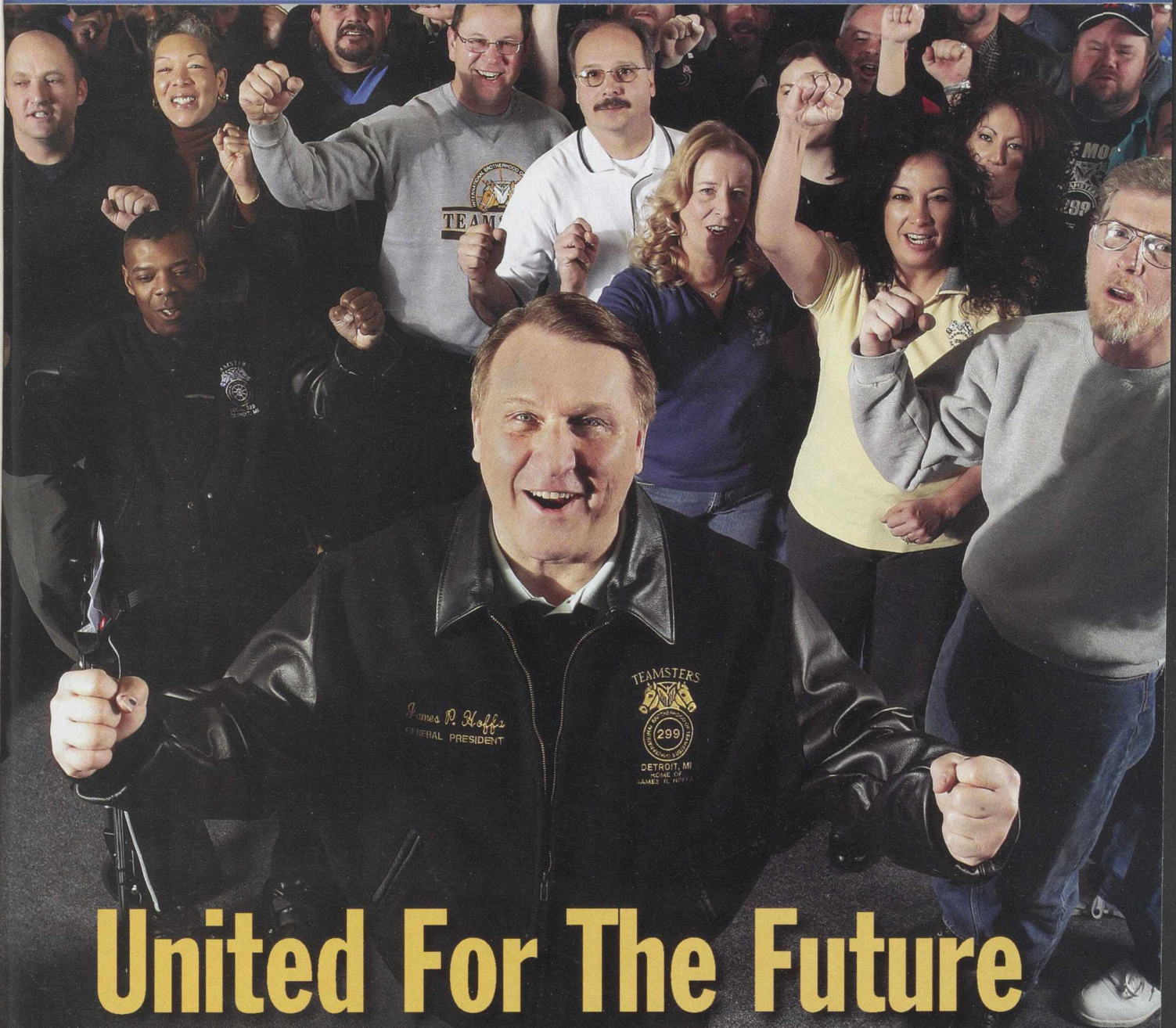


TEAMSTER



United For The Future

MEMBERS REELECT GENERAL PRESIDENT JIM HOFFA



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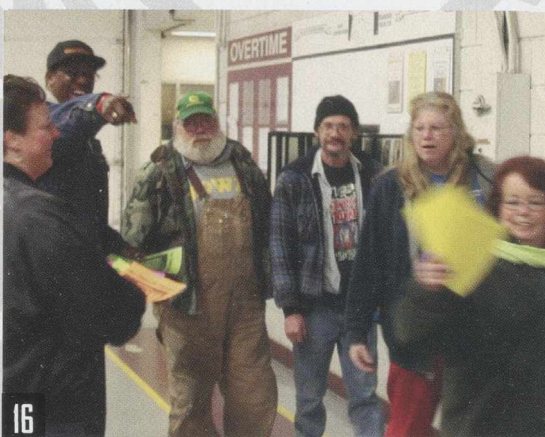
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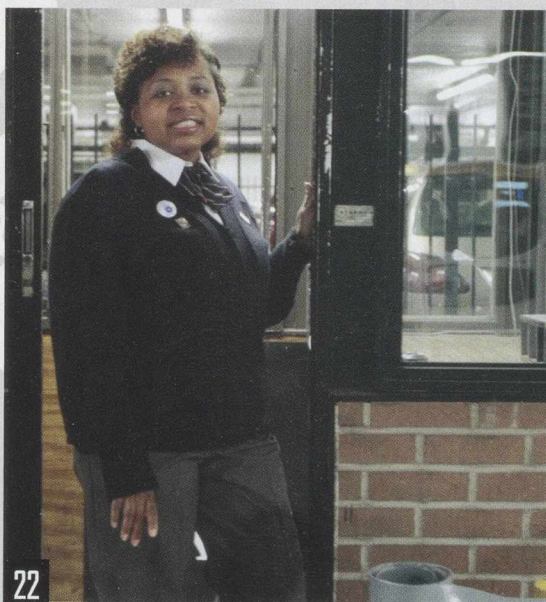
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TEAMSTER

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A MESSAGE FROM THE GENERAL PRESIDENT

Thank You

On behalf of General Secretary-Treasurer Tom Keegel and the entire General Executive Board of the Teamsters Union, I want to extend a sincere thank you for having enough faith to reelect us for another term.

The recent vote on Officers for the International Union was a referendum on the vision and priorities of this administration. You have instructed us to keep up the good work and, on your behalf, we will.

Anything this administration has accomplished is because of you, the 1.4 million brothers and sisters who make up the International Brotherhood of Teamsters. Your commitment, fortitude and—most importantly—your solidarity, have made this proud union the centerpiece of the American labor movement.

Facing Challenges

This administration has worked tirelessly for you and I thank you for recognizing how far we have come. When we first took office, this union was nearly bankrupt and the morale of the membership was at an all-time low. Today, we are on a secure fiscal footing and are united like never before.

The International Brotherhood of Teamsters has certainly come a long way, but we still have a long journey ahead of us. The challenges facing our union will require a lot of hard work, but we can do it. We can do it because we are Teamsters.

It is true that we have made tremendous strides. With your help, we will continue to move forward together.

A Call for Change

The union's elections weren't the only ones affecting members. On November 7, working Americans harnessed their power and realigned national priorities. Make no mistake;



the midterm elections were a major victory that illustrates workers' formidable power at the voting booth and their refusal to be blindly led by the current administration and its congressional cronies.

While our new leaders have our support, they must acknowledge the needs of working Americans. We need action on issues such as universal health care, retirement security, the Employee Free Choice Act, fair trade agreements, safe highways and national security—this big list is an unfortunate consequence of six years of the Bush administration's misplaced priorities.

Working America has spoken and we expect action to be taken, not just idle talk. It is time for our leaders to push back six years' worth of the Bush administration's failed policies and push forward on issues important to working families.

James P. Hoffa

Victory At USF Bestway

200 More Workers in Arizona, California and New Mexico Join Union

More than 200 USF Bestway workers in California, Arizona and New Mexico will have the opportunity to have a stronger voice as Teamsters after they became the newest organized workers at the company.

The workers at the terminals in Phoenix, Arizona; San Leandro, California; and Albuquerque, New Mexico organized under the Teamster card-check neutrality agreement with the company which was ratified in July 2006.

Local 104 in Phoenix sought and received recognition for 130 drivers and dockworkers, while Local 70 in Oakland received similar recognition for 58 workers in San Leandro. Later, Local 492 in Albuquerque received recognition for 14 workers in that city.

These workers follow their counterparts in Modesto and

Sacramento in California, all of whom have organized under the agreement during the past six months.

The dockworkers, line drivers and city drivers in the West will be organized through the Master Bestway Agreement card-check neutrality clause negotiated in the Southwest and Southeast.

Teamster Power

Seventy-nine of the workers in Phoenix signed cards to form a union for increased job security, seniority rights, a way to address favoritism and improved pension benefits. Because a majority of workers signed authorization cards, the company recognized their wish to form a union.

"We're very excited to be able to provide these workers with the best representation," said Andy Marshall, Local 104



Secretary-Treasurer. "We're getting calls from Bestway workers in Tucson who want to receive the same strong representation."

In San Leandro, 40 workers—nearly 70 percent of the unit—signed cards to form a union. The card-check neutrality clause allowed Local 70 to organize the workers in less than 30 days.

Teamsters will be working to organize additional USF Bestway locations that are nonunion within the coming months.

"Our momentum continues to build because USF Bestway workers want more security for themselves and for their families," said Chuck Mack, Secretary-Treasurer of Local 70. "USF Bestway workers know that Teamster contracts will make their lives better."

"We look forward to listening to the Bestway workers and hearing about their concerns so we can get their issues addressed in the contract," said Robert Younger, Local 492 Secretary-Treasurer.

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Making The Toll Road

Teamsters Secure Funds for Toll Facility Safety Study

The Federal Highway Administration has begun using the \$500,000 that was secured by the Teamsters for the Toll Facility Workplace Safety Study, a provision the union fought to have included in the massive highway reauthorization bill enacted last year.

"The fact that the Teamsters are out getting funds for studies like this really speaks highly of our union," said Gerry Flint, a toll collector and shop steward for the New York State Thruway Authority in Albany and Trustee of Local 72 in New York City. "It shows they genuinely care about making our workplace safer."

The study will evaluate the safety of various aspects of highway toll collection facilities, including: toll booths; crosswalks; facility design and construction; speed limit enforcement; safety training and practices; usage of warning and traffic control devices; usage of cameras to record traffic violations; law enforcement practices and jurisdictional issues; and incidences of accidents and injuries. Approximately 3,000 toll attendants and janitorial and maintenance staff in Maryland, Massachusetts, Michigan, New York, Ohio, Pennsylvania and Canada are Teamsters.

Significant Study

"This is a significant study," said Azita Mashayekhi, an

Industrial Hygienist from the Teamsters Safety and Health Department. "It will establish the best health and safety practices for all toll area workers."

This study was initiated following the 1999 and 2001 deaths of two toll workers in the Buffalo area killed attempting to cross toll lanes.

"Two fatalities are two fatalities too many," said Terry Eldridge, Secretary-Treasurer of Local 72 and one of the initial proponents of the safety study. "Both of these tragedies were avoidable and we need to make sure that it doesn't happen again."

In order to get support for enhancing traffic safety

requirements, proponents had to convince staff members on Capitol Hill that safety problems at toll collection facilities were prevalent nationwide. A literature review of toll collector safety and health was commissioned by the Teamsters Safety and Health Department and recently completed by the Mt. Sinai Medical Center.

National Issue

"We had some information on accidents that had occurred, but we didn't have a good handle on the statistics or root causes," said Fred McLuckie, Legislative Director for the Teamsters Government Affairs Department. "When you write

federal legislation, you nationalize an issue. They wanted to see what kind of problem existed at the national level."

In order to gather more information surrounding traffic safety near toll collection facilities, a provision for the study was placed in the Highway Bill, which passed both the U.S. House and Senate.

"I think it speaks really well of the Teamsters that they have the will and the clout to get federal legislation passed," Eldridge said. "This study is significant because it will increase safety for our workers as well as the rest of the nation, as the number of toll roads increase across the country."



The Real World

Teamsters Pledge to Organize Workers on Reality Productions

Local 399 in Hollywood, California secured contracts for drivers and location managers working for two reality shows, a result of a new commitment to ensure workers on these types of projects receive the wages and benefits they deserve.

Reality shows have become a staple for every television

studio, and with the burgeoning trend, new challenges for unions have arisen, primarily policing productions to guarantee labor is working under a union contract.

"There was a sense that the reality genre was just a passing fancy," said Leo Reed, Director of the Motion Picture and Theatrical Division and Sec-

retary-Treasurer of Local 399. "But the time has come, and it would be shortsighted of us not to pursue organizing these types of productions."

Successful Organizing

Reality shows have generally avoided using union labor in an effort to stretch smaller budgets. To compound the problem, many shows in this genre have a relatively short production schedule, narrowing the window of time that a union can successfully organize nonunion labor.

Under the direction of Reed, Steve Dayan, an organizer for Local 399, has been

working to stop the trend of reality show projects utilizing nonunion labor. In a very short time, Dayan has successfully secured contracts for transportation workers and location managers on two reality shows.

"America's Next Top Model" is a reality show for the CW network, was a nonunion production that had actively fought to keep unions out when producers recently refused to settle with 12 writers represented by the Writers Guild of America (WGA) who went on strike for months ago and were then fired by the show.

Dayan approached the proLoc



The Dairy Best

Teamster-Processed Milk Products Ranked Top in State

Milk products processed by Teamster workers at three dairies in New York recently ranked top in state for best taste and highest quality, according to a study conducted by Cornell

University's Department of Food and Science.

Crowley Foods, Inc. in Albany ranked first, Crowley Foods in Binghamton placed second and Upstate Farms in Buffalo tied

with Cornell's campus dairy for third. The workers are members of Local 687 in Potsdam, Local 338 in Bronxville and Local 669 in Albany.

"The quality of both the product and of Teamster workers really shows in this study," said Tod Charland, a worker at Crowley Foods in Albany and a Local 669 member. "You get what you pay for."

Big Impact

The milk's quality was determined by putting samples of each dairy's product, which were obtained during unannounced visits to the plants, through a battery of tests to check for vitamin, fat and bacteria content. Taste was determined by presenting samples to a team of subjects who rated them on their flavor and odor.

"This has a big impact in the public's eye," said John Longton Jr., a worker at Crowley's Albany plant for almost 15 years and a Local 669 shop steward. "We've won before, I'd say probably five or six times since I've been here. So they see the product is out there and everyone wants the number one milk."

The testing was carried out as a part of the New York State Milk Quality Improvement Program, which is funded by the New York State Milk Promotion Board with the objective of assisting state dairy plants in improving the quality of their products.

"We've got a good group of people on both sides, the company and the union," said Longton. "We make a pretty good team."

d of ducers of "America's Next Top
iz- Model" and told them they
very needed to agree to a contract
c- for their drivers and location
ts for managers or the union would
nd strike.

o rea

Big Priority

Model In contrast to their behavior
with the WGA, the show's pro-
duction company, Anisa Pro-
ductions, quickly negotiated
pro- for a union contract with Local
settl 399 that covered the drivers
d by and location managers, secur-
ica ing substantial wage increases
ke fo and benefits.

n fire For Jill Naumann, a loca-
tion manager and member of
e pro Local 399 who works on the

set of "America's
Next Top Model," it
was not only about compen-
sation, it was about respect.

"Alongside the models, the
workers can stand tall now that
they are Teamsters," Naumann
said. "The entire project can

only benefit from this new
relationship."

While the Teamsters have
represented workers on reality
shows in the past, these recent

organizing efforts are
part of a larger strategy
to bring union labor to all pro-
ductions in the genre.

"This is a big priority for
us and we have to be aggres-
sive toward this segment of the
business," Reed said.



TEAMStar Annual Open Enrollment and \$1 Offer

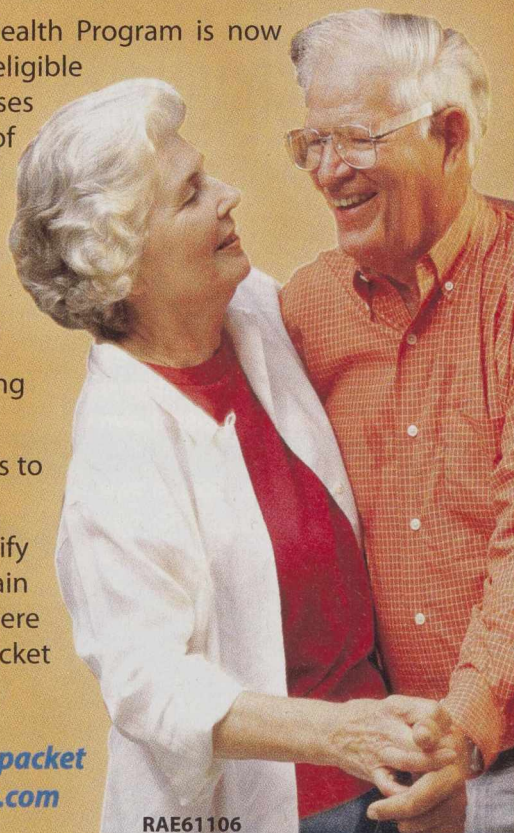
The annual open enrollment period for the TEAMStar Retiree Health Program is now available through February 28, 2007. During this period, Medicare-eligible Teamster retirees age 65 or older, their spouses and surviving spouses are guaranteed acceptance with no waiting periods regardless of any preexisting health conditions and the first premium is only \$1!

Here are some service features you'll appreciate:

- **Group buying power** — Rates not available to the general public.
- **"Automatic" Claims Filing PLUS[®]** — helps eliminate the paperwork hassles associated with Medicare Part B claims filing and maximizes eligible benefits due under your coverage.
- **Freedom of choice** — No provider list and no referral process to see a specialist.

If you enroll after the open enrollment period, you will need to qualify by answering the health questions on the application, and certain waiting periods may apply. TEAMStar information packets were mailed to all Teamster retirees in December. Please review your packet today and see for yourself how TEAMStar can help you!

**For additional information, or if you need another enrollment packet
call 1-800-808-3239 or visit our website at www.teamstar.com**



RAE61106

Back On Track

SEPTA Locomotive Engineers Ratify Contract

Locomotive engineers working on the Southeastern Pennsylvania Transit Authority's (SEPTA) commuter rail line ratified a new, five-year collective bargaining agreement in August 2006.

"This contract provides SEPTA engineers with annual wage increases of 3 percent," said Richard Dixon, General Chairman of the Brotherhood of Locomotive Engineers and Trainmen's (BLET) SEPTA general committee of adjustment. "In addition to wage increases, we won a significant change in the pay awarded to engineers for their federally required certification. Instead of a \$4-a-day flat fee, they will now receive a 50-cent per hour increase for the certification."

Locomotive engineers on SEPTA also won a reduction in the amount they pay for health care coverage. They will now pay just 1 percent of 40 hours of their wages per week for

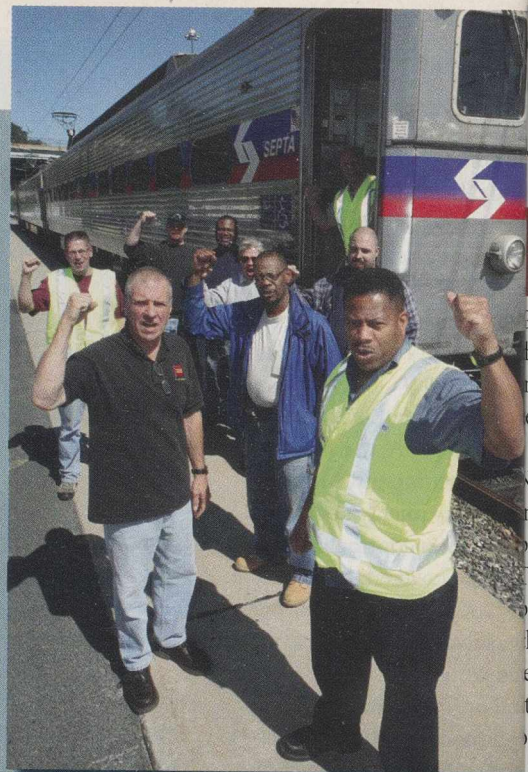
health care coverage effective August 2008. Until then, they will pay nothing toward health care coverage.

Deserving Members

"This victory definitely proved the merger with the Teamsters was worth it," said Rich DiRico, a SEPTA engineer since 1976. Prior to 1976, DiRico had been a UPS employee and Teamster in Philadelphia.

"Locomotive engineers on SEPTA's regional transit system work very long hours," Dixon said. "We've been working on getting a new contract since August of 2005 and our members deserve all of the improvements in this contract."

The SEPTA commuter rail system runs from downtown Philadelphia to Newark, Delaware and Trenton, New Jersey in addition



to suburban Philadelphia. It is one section of a massive commuter transit system which includes an underground trolley system and buses. The commuter rail division alone operates 13 lines serving more than 150 stations.

Exacting Change

Canteen Vending Services Workers Join Local 223

Tired of unaffordable health insurance, a lack of retirement security and favoritism on the job, 65 workers with Canteen Vending Services recently became members

of Portland, Oregon-based Local 223. The workers voted by more than a 2-1 margin to become Teamsters.

"These workers needed help," said Greg Baxter, a

business agent with Local 223. "They needed a change for the better in their workplace and they knew they could achieve that with Teamster representation."

The vending company employees include full-time and part-time warehouse workers, route drivers, relief route drivers, mechanics and service technicians. The workers service machines and deliver products to businesses throughout the Portland area.

Working Together

"This was the only Canteen Vending unit on the West Coast that was not union," said Dave Tully, lead organizer with Joint Council 37. "A few of the workers had been Teamsters in the past and knew they needed

the power of a strong union behind them."

"I've been a union worker before, so I know the benefits," said Joe Pruitt, a 20-year worker in the industry. "Some of the guys have never been union, so they were against the idea at first. It didn't take them long to come to me and say, 'Joe, we're tired of the situation here. We are really ready for this.'"

The victory is a result of the efforts of Local 223 in conjunction with Joint Council 37.

"We have a commitment to working together with our locals to organize so we can achieve a higher standard of living for workers," said Tony Andrews, President of Joint Council 37. "We are happy to welcome our newest members."



A Healthy Contract

Local 743 Members Win Better Pay and Benefits

Behavioral health workers at Edgewater Systems for Balanced Living in Gary, Indiana ratified a new three-year collective bargaining agreement by a 4-1 margin recently.

The contract, approved on November 8, protects health insurance, increases wages and provides greater pay equity. The contract covers 160 therapists, case managers, nurses, child care workers, education technicians and administration staff. The workers are members of Local 743 in Chicago.

"Edgewater didn't want to value the work we do," said Mary Davis, a residential technician and shop steward. "We held firm

with our proposals and fought for what we believe in."

"The members at Edgewater put in a lot of effort to get a strong contract," said Reginald Ford, a business agent and Trustee of Local 743. "They deserve this victory, especially considering the challenging, stressful and hectic nature of their jobs."

The previous contract expired on January 27, 2006. As meetings with the company stretched into the heat of summer, the situation became contentious. Edgewater continuously made unacceptable proposals and tried to erode unity among workers. In response, workers overwhelm-



ingly rejected the company's final offer and approved a strike vote. A federal mediator entered the scene to get negotiations back on track.

Helping Others

"Management tried to divide and intimidate us by saying negative things about the union and threatening us with discipline actions," said Shirley Delong, a driver and shop steward.

"Everyone voiced their opinions and stuck together. Managers eventually realized that we meant business."

The workers at Edgewater provide critical mental health services for people in Northwest Indiana needing help with overcoming addictions, dealing with a mental illness, or working through difficult relationships.

POWER NETWORKING

Join the Teamsters on MySpace, YouTube, Flickr and Blogs

Teamsters are taking their experience in face-to-face organizing to the Internet, connecting members and reaching out to supporters online through some of the most popular sites on the web. If you have a MySpace, YouTube or Flickr account, become a "friend" of the Teamsters or join one of the Teamster Groups.

"We know there are Teamsters using the web every day to talk to friends and to each other. We are building an army of e-activists whose voices are being heard on Capitol Hill and in executive offices across the country," said Jim Hoffa, Teamsters General President.

By joining Teamsters Take Action or signing on with the union's social networking sites, members can keep up with the latest union news and actions. And by sharing calls to action with friends and family, members can help amplify Teamster power.

Millions of Voices

"Think about it," Hoffa said. "We have 1.4 million members. Even if a fraction of them signed up we'd have thousands of members online ready to take action. And if they then asked their friends and friends of friends to join them in protecting jobs or taking a stand on a critical issue, we could easily add millions of voices to our own. That's a lot of power—power that can make things happen in Congress or on the job."

There's another benefit, too. By organizing on public networking sites, the union is able to show through words, photos and videos what being a Teamster is all about.

The union is also looking for more Teamster bloggers. Teamster.org now features labor bloggers on its home page and is looking for members who write about their union experiences. If you have a blog, e-mail the Teamsters Union at communications@teamster.org.

Lights, Camera, Teamsters

Have a web cam or video camera? Tell us what your union means to you. Upload your video to YouTube and we'll share it with other members in the Teamsters YouTube Group. The best video will win a Teamster jacket.

Deadline for entry: March 1, 2007

Entries must be from Teamster members or their families. For more details, go to www.youtube.com/group/teamsters

Join the Teamsters Online

Teamsters Take Action:

www.teamsterstakeaction.org/teamsters/

MySpace Profile:

www.myspace.com/teamsters_union

YouTube Channel:

www.youtube.com/teamsters

YouTube Group (share your Teamster videos):

www.youtube.com/group/teamsters

Flickr: www.flickr.com/photos/teamsters

Flickr Group (share your Teamster photos):

www.flickr.com/groups/teamsters



Moving Forward TOGETHER

General President Hoffa Outlines Plans for the Future



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Members of the Teamsters Union overwhelmingly reelected General President Jim Hoffa and his slate to lead the union for the next five years. With this new mandate in mind, Hoffa sat down with the *Teamster* to discuss his vision for the future of the Teamsters Union.

Congratulations on your reelection. Why do you think the members chose you to lead the union for the next five years?

Members can see the progress we're making. The Teamsters Union has changed in so many dynamic ways in the last few years. Every part of our union has met the challenge to improve bargaining and representation, to organize the unorganized and to get involved in politics like we never have before.

Unions are here to bring workers together and improve their lives. The members have spoken and said that yes, the Teamsters Union is working for them and we're going in the right direction. Our message of unity and moving the union forward resonated with members.

Now that the Teamsters Union election is over, what steps will you take to unify the union?

Teamster elections are always spirited and contentious, but at the end of the day, after the last ballot has been counted, we must remember that we are all brothers and sisters who have a common goal: to keep the Teamsters as America's strongest union. Both Tom Keegel and I have always believed that our union is stronger when we are united rather than divided and we will continue to preach to all groups within the Teamsters that we need to put our differences aside and work together on the many difficult tasks ahead of us. It's time to take down the anti-Teamster web sites and put all of our resources into fighting the anti-union forces in this country.

Some pundits have sounded the death knell for organized labor in this country. Are you optimistic about the future?

You bet I am. Though you can't blame people for starting to lose hope. The middle class has been getting a raw deal under the Bush administration, as has organized labor. The midterm elections show that people have gotten tired of the way the

middle class is being treated.

In the midterms, we helped elect friends of labor to the House, the Senate and statehouses around the country. Pundits can say what they want about organized labor but we aren't going away. Our presence will be felt more in the next few years than we have for a long time.

A year ago, our union, along with six other unions, left the AFL-CIO to start Change to Win, a new labor federation. Together, we are revitalizing the labor movement by focusing more resources on organizing workers. Our partners in the Change to Win federation are working very closely with us on a number of issues and we are all organizing in areas previously thought to be impossible.

Among the challenges coming up in your next term is the contract campaign at UPS. What is the International Union doing about this?

The national UPS contract, which expires July 31, 2008, is the largest private sector labor agreement in the United States, covering more than 215,000 Teamsters at UPS. In 2002, we negotiated the richest contract ever, and we will build on that success in 2007 so that our members' futures remain secure.

Our members have told us, through surveys and a scientific poll, that they are most concerned about their pensions and protecting health care for current employees and for retirees. These are our most critical issues, and we will protect pensions

and health care. We will continue negotiating until we achieve our goals. This is a major reason why we've begun negotiations earlier than usual.

We will hold meetings with representatives from the relevant benefit funds to prepare proposals that meet our members' goals. We will secure pensions and health care, and we will negotiate the many non-economic issues, such as safety and health, working conditions and subcontracting.

As chairman of the Teamsters National UPS Negotiating Committee along with Co-Chairman Ken Hall (Director of the Parcel and Small Package Division), we are truly united to secure the futures of our UPS Teamsters.

On the horizon is the National Master Freight Agreement (NMFA), which expires on March 31, 2008, just four months before the national UPS contract expires. How is the International Union preparing for that?

Early this year, the International Union will be sending out surveys to freight members to determine their top contract priorities. Soon after that, we'll be asking freight local unions to request formal proposals from members. Input from our members is critical.

The International Union is committed to protecting our members' health, welfare and pension benefits. As usual, we will be assembling a team of experts to analyze all the relevant data to make sure our members' priorities are addressed.



Every Teamster-represented freight carrier is having record profits under the current collective bargaining agreement. At the bargaining table, we will make it clear to the companies that we intend to negotiate our fair share. Our members are the ones creating that wealth, so they deserve to share the wealth.

On a different note, I am hopeful that the new Democrat-led Congress will benefit our freight members. Our Government Affairs Department will continue to work with Congress on the cross-border issue. We want to make sure our highways remain safe, and we want to protect our members' jobs from encroachment from Mexican drivers. This is a safety issue and a jobs issue.

The Teamsters Union is also in the process of organizing UPS Freight, formerly Overnite. How are we proceeding with that?

The campaign to organize UPS Freight is one of the most exciting developments in our union. It has been more than three decades since we've organized a major freight company, and we will be successful.

Negotiations are going well. The reason we're optimistic about our success is because of the approach we're taking. Rather than trying to organize multiple locations at once—remember that there are more than 300 terminals—we're negotiating a strong contract in a single location, Indianapolis.

By doing it this way, we can concentrate on negotiating a strong model contract that will be used as a tool to organize UPS Freight workers nationwide. This is a smart approach, a winning approach.

UPS Freight workers deserve the same strong future that our members at UPS and in the freight industry have. There's the potential to organize upwards of 20,000 workers at UPS Freight. We hope to have the bulk of the workers organized within a year. Finally, the workers at UPS Freight will have the chance to become proud Teamsters.

Does this fall into the plan of organizing in the union's core industries?

It does. Everyone we organize is important to the union, but a focus on our core industries is important right now. Those core industries are things like freight, carhaul, parcel, public services, waste, warehouse and others. The more people we organize in those core industries, the more power these workers have to get good contracts and be treated like human beings on the job.

We are focusing on our core industries, but the Teamsters Union right now is organizing everywhere. School bus drivers have become a big priority for us as we learn more about the conditions under which they work. More and more law enforcement officers are choosing to

become Teamsters. We have teamed up with our GCC partners to organize more Quebecor workers. We are working with our rail partners on organizing short line railroads.

In the last few years, two rail unions have merged with the Teamsters. What has been accomplished for them and what can they expect in the coming years?

The mergers by the Brotherhood of Locomotive Engineers and the Maintenance of Way Employees unions with the Teamsters have brought legislative power, improved communications, unified bargaining plans and coordinated organizing to their members. For example, the Teamsters Government Affairs Department coordinated with rail union legislative representatives in state-by-state campaigns for safer and more secure rail systems—California being the latest state to pass a comprehensive rail security bill. The safety and security of rail employees has been a major priority of the Teamsters Rail Conference. In 2005 we published the study "High Alert," which reported security faults as observed by our members.

The rail conference was instrumental in helping form the Rail Labor Bargaining Coalition (RLBC). The coalition includes our two rail unions and five other rail unions which are bargaining for rail contracts with the National Carriers Conference Committee. For the first time in many years, all of the major freight rail lines are now at the table bargaining with the collective voice of the RLBC. Organizing rail



up employees on short lines is a priority of the
more rail conference. This organizing directive is
with essential to securing union contracts and
t line benefits for unorganized rail employees
whose numbers are increasing yearly.

have
s been **didn't the Teamsters also merge with
they another union recently?**

es, we merged with the GCIU, which is now
he Graphic Communications Conference
ce of the Teamsters Union. Consolidation in
sters the nation's printing industry is an ongoing
oved organizing and bargaining challenge.
plan since the merger of the GCIU, the Teamsters
mem Organizing Department has helped coordi-
Gov nate the organizing campaign at Quebecor
ated and given necessary support to regional
ives printing organizing campaigns.

and Other unions have expressed interest in
merging with the Teamsters. They see the
when value of a unified message, whether it be in
the legislative arena, communications, bar-
pri gaining or organizing. We offer all unions
ce. In the opportunity to join with America's
largest union so that workers can enjoy
safer working conditions, good pay and the
respect on the job they deserve.

tal **What can the average member do to help
udes make this a stronger union?**

on- There are so many things members can
fer- do I hardly know where to begin. I think
mar- the two biggest ways members can get
are involved is through politics and organ-
col- izing. We have had a lot of success in recent
y rail years with having rank-and-file members
assist in organizing campaigns, especially

if we're organizing people in the same
industry. A good example of that was the
Nashville police campaign. We had Team-
ster law enforcement officers from all over
the country talking to these prospective
members. It worked.

Also in recent years, members have got-
ten involved in politics in a big way. They
lobby their politicians at the city, state and
national level, plus they have gotten more
and more involved in the elections as you
can see from the success of pro-labor can-
didates in last year's midterm elections.
And more and more Teamsters are run-
ning for local and state office and winning.

Another important way members can
get involved is through DRIVE (Demo-
crat, Republican, Independent Voter Edu-
cation), the union's grassroots political
action committee. Member contributions
had a big hand in how well the Teamsters
did in the midterm elections recently.
But we have to make sure the politicians
we helped elect will remember working
families. And we're also looking ahead to
the 2008 elections. If there's one thing we
learn every election season, it's that politi-
cal power requires grassroots work and
funding. That's why DRIVE is a necessary
way for members to get involved.

**What are the union's priorities on Capitol
Hill right now?**

As always, we're keeping a close eye on the
lawmakers who have such a big say in the

lives of workers and one of our first priori-
ties is helping the politicians we assisted
in the midterm elections get acquainted
to Washington, D.C. If we helped them
get reelected, we plan on impressing upon
them the importance of listening to what
working Americans have to say.

The tide has turned on Capitol Hill
and we now have a much friendlier House
and Senate. An unpopular president and
an unpopular war are big reasons for this
change. The Teamsters Union is doing
everything we can to impress upon these
politicians the need for real change and
real security.

**What's on the legislative agenda for the
Teamsters Union?**

One of the most important things we're
pushing for is the Employee Free Choice
Act. To help accomplish our other goals
we must first make it easier to organize
workers and protect their right to form
unions. The Employee Free Choice Act
would require employers to recognize a
union after a majority of workers sign
cards for union representation. It also
would provide for mediation and arbitra-
tion of first-contract disputes, and autho-
rize stronger penalties for violations of the
law when workers seek to form a union.

We are also pushing for universal
health care. This is the central jobs and
economic security issue of our era. Win-
ning access to affordable, quality care for

**"We are also pushing
for universal health
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issue of our era.
Winning access to
affordable, quality
care for everyone in
America will have
the biggest positive
impact on our
economic security."**



everyone in America will have the biggest positive impact on our economic security. The Teamsters and other Change to Win unions have taken the lead in a campaign to unify the broadest number of working people, capture the imagination of the nation, and build a broad coalition to win affordable, quality health care for everyone.

Is the union still focused on trade issues?

Absolutely. The Teamsters Union will always vigorously support trade that improves working conditions, lifts wages and living standards, and creates job growth in the United States. Unfortunately, the trade agreements that continue to be negotiated use the same NAFTA/CAFTA model that we strongly oppose. The Teamsters will oppose the Andean Free Trade Agreement (AFTA) or any piece of it that is presented to Congress, the Peru FTA, and any other FTA that uses the same job killing model where labor and environmental standards are not enforced.

The Teamsters will remain engaged in the WTO Doha Round negotiations to ensure that workers' standards everywhere are improved. And we will work to address China's unfair currency manipulation,

weak labor standards, lack of union representation, sweatshop wages and poor working conditions.

It sounds like you're going to be busy on Capitol Hill.

We are, and those issues are only part of what we're fighting for. We're also looking into securing our nation's ports, railways and highways. We will continue to champion safe highways, especially around our ports and borders. We oppose this effort and support regulatory action and legislative initiatives that would ensure all U.S. vehicle safety and emissions standards are met before any foreign truck is permitted to access our nation's highways

The lack of an adequate drug and alcohol testing program, the inability of DOT safety inspectors to have access to Mexican facilities to conduct safety fitness reviews, the fact that hours-of-service and logbook regulations are not enforced, are just some of the vehicle and driver standards that need to be addressed before Mexican trucks should be permitted to travel beyond the current border zones. In our campaign to organize port truck drivers, we have also found that overweight

shipping containers often leave our ports undetected, threatening highway safety and causing irreparable harm to our road and bridge infrastructure.

You mentioned rail security and have said before that one of the reasons the rail unions have merged with the Teamsters Union is to get increased visibility on Capitol Hill. Is this still the case?

It is. We're fighting harder than ever for our rail brothers and sisters. They have told us again and again that the rails aren't safe. Congress has largely neglected securing our nation's rails since the September 11 terrorist attacks. Since 2001, the federal government has spent nearly \$20 billion on aviation security but only \$250 million on rail security and other transit systems. When you consider that passenger rails carry five times the number of passengers as airlines every day, this is a travesty. At the same time, and often on parallel track freight rail carries liquid chlorine, ammonia and other hazardous materials that could kill thousands of people.

What's next for the Teamsters Union?

There is still much to be done, both on the organizing and political fronts. But the Teamsters Union is working harder than ever. We as Teamsters have so much to be proud of as we look back over the last few years but we can never forget that there will always be workers who need us. The Teamsters Union will continue to move forward together and build the union for future generations of working people.



FISCAL POWER

General Secretary-Treasurer Keegel Talks Finances



When the Hoffa-Keegel administration took office in 1999, they faced a union that was almost bankrupt. Over the last seven years, fiscal power has replaced financial irresponsibility. Teamsters General Secretary-Treasurer Tom Keegel sat down with *Teamster* magazine to discuss the state of the union's finances.

Was the last term a fiscally successful one for the Hoffa administration?

Yes, we had great success in putting the Teamsters Union back on strong financial footing. In 2003, we ran our first budget surplus in more than a decade. The strict financial controls adopted under this administration put an end to years of irresponsible and uncontrolled spending.

Each year, a budget is presented to the General Executive Board for approval, and each year our emphasis has been on the primary responsibility of this union: to protect the rights of our members by strengthening the collective bargaining process. This is accomplished through the services provided by the International Union and through organizing the unorganized.

Can you talk a little bit about the financial situation you inherited when you took office in 1999?

The economic outlook of the union was bleak. We only had net assets of \$8.6 million. When we took office, we knew we had to turn around the financial operations of the union and we did it. The Teamsters Union is stronger because of it.

What about the net assets now?

Approximately \$100 million.

How was the situation turned around in such a dramatic fashion?

The main way we did it was the 2002 Special Convention. The unprecedented restructuring of dues and per capita tax that members adopted at the 2002 Special Convention have positively impacted the International Union's financial operations.

These moves provided needed revenue for general operations and allocated funds for ongoing organizing activities.

The most important thing the Special Convention did, though, was establish a Strike and Defense Fund.

Why was that created?

To strengthen the collective bargaining process. Its assets pay out-of-work benefits to members on strike or mem-

bers who have been locked out by their employers.

This financial safety net provides stability and comfort to working men and women as they fight to obtain recognition or win good wages and benefits through the negotiation and enforcement of collective bargaining agreements.

Through December 31, 2005, \$61.9 million had been allocated to the Strike and Defense Fund. This is in stark contrast to when we took office and the Strike and Defense Fund was in the red—it owed \$17 million to the union's General Fund.

The improved fund was used to help workers involved in the Southern California grocery strike and striking members at Sikorsky Aircraft in Connecticut.

What does all this mean for members? Not just the strike fund but that the union has its finances in order.

It means we're stronger. It means we can organize more workers. It makes our political voice louder. There's just no end to what the Teamsters Union can do now that we are on strong financial footing.

FedUp

FedEx Workers Join Local 25

LOAY ELDAGANY, A DRIVER at FedEx Home Delivery in the Boston area for the past four years, was fed up with his bosses slinging slurs and abusive comments toward him and his fellow Muslims, including accusations that they were terrorists and “friends of Osama.”

The humiliation, threats and abuse became too much to take, so Eldagany

and his coworkers—including Muslims and non-Muslims alike—turned to Local 25 for relief.

The drivers at two locations in Wilmington, Massachusetts voted 24-8 in October to choose Local 25 in Boston as their bargaining representative, marking the first time that workers at FedEx Home Delivery, a subsidiary of FedEx Ground, won Teamster representation.

The battle has been a long time coming. Since 1988, the National Labor Relations Board (NLRB) has ruled seven times that FedEx Ground and Home Delivery drivers are not independent contractors as the company alleges, giving them the right as employees to form a union.

“This is a great day for these workers,” said Sean O’Brien, President of Local 25. “Their voice was finally heard despite



"It doesn't matter what color, religion or nationality you are. We all have one voice as Teamsters."

— LOAY ELDAGANY, FEDEX HOME DELIVERY DRIVER



every effort by FedEx to silence them. I look forward to securing a first contract for these drivers that will ensure they are treated like the employees both we and the company know they are."

FedEx Ground employed stall tactics during the month following the October 20 vote in an attempt to deny the drivers their federally protected right to join a union. Its final attempt was quashed when the NLRB refused to reconsider its ruling that ordered the October 20 representation election, paving the way for the vote count.

No More 'Free Ride'

"This vote sends one clear and simple message to FedEx—the free ride is over," said Jim Hoffa, Teamsters General President. "These workers and this union will not stand idly by while FedEx rakes in profits and avoids its responsibilities to the workers and their communities by exploiting this phony independent contractor model."

Eldagany, a native of Palestine, said he and his fellow Muslims remained united in their quest to gain a strong voice with the Teamsters.

"I feel really proud to be a Teamster," he said. "I feel like I'm human. It doesn't matter what color, religion or nationality you are. We all have one voice as Teamsters."

Ibrahim Oukhayi said he and his coworkers had been afraid to speak out against the abuse and discrimination because they were required to pay nearly

\$40,000 for their trucks. The company can fire workers at any time, and workers would be stuck with trucks that are useless outside their FedEx job if the company fired them or if they quit.

"I can't really describe how I feel," Oukhayi said of becoming a Teamster. "A dream has become a reality."

Four drivers at the terminal have filed discrimination claims against FedEx with the Massachusetts Commission Against Discrimination. The claim is currently pending before the commission.

Cathy Curran, a driver for nearly six years, said she was fed up with work rules that changed constantly. The managers' emotional abuse of workers made things much worse.

"The rules change for each person and they change every day," she said. "Everything is at the manager's discretion. Favoritism is a big problem."

Curran would like to get a contract that boosts pay and benefits, and gives workers a strong grievance procedure.

No Independence

While the company labels the workers as independent contractors, they have little or no independence, workers said. Plus, it is next to impossible to take any time off, which is a strain on their families.

"I've only had one day off since April of 2005," said Bill Gardner, a Home Delivery driver since that time. "If I want a week of vacation, I have to pay the company

\$850 to take the week off, but I don't get paid anything."

Gardner said the independent contract status is bogus.

"They totally control every aspect of the operation," he said. The company also arbitrarily changes routes, which hurts drivers, and workers cannot sell their trucks unless the company approves the sale.

"In the past, we couldn't fight them because we were alone," Gardner said. "Now we're one as Teamsters. We are strong."

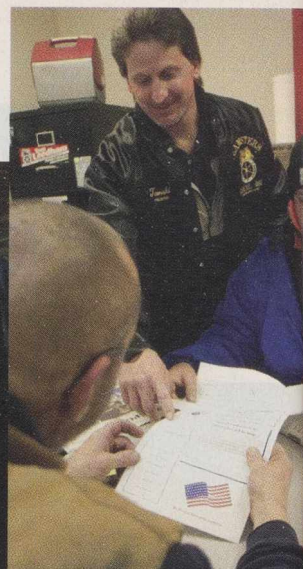
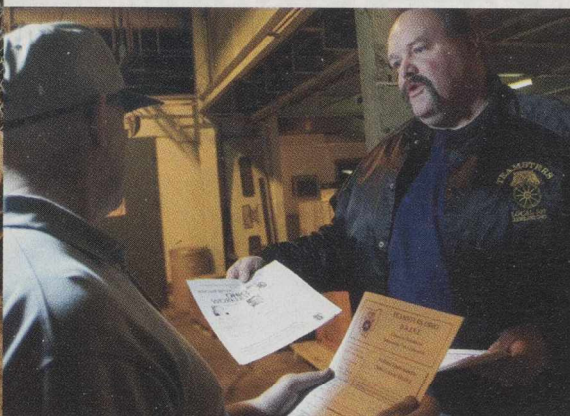
Gardner echoed his coworkers by saying they want to negotiate better pay and benefits. "Right now we only earn a fraction of what UPS drivers earn when you take into account their wages and their benefits," he said.

Gardner said the struggle to become Teamsters was tough. He credited O'Brien and Steve Sullivan, Local 25's Director of Organizing and Government Affairs, for helping to keep workers informed every step of the way.

Genaro Vargas, a driver, said the only independence he feels is when he is stuck paying for his truck's repairs and for gasoline.

"I've been with the company for 5 1/2 years and I never feel any independence."

But now, as Teamsters, workers feel much better about their futures. "We needed a strong voice in the workplace, and now we have that as Teamsters," Vargas said.



Midterm

TEAMSTERS HELP CHANGE COURSE OF AMERICA

WHEN IT COMES TO VOTING, NOTHING can stand in the way of John Jackson, a driver with Denver-based Local 17. Going to the polls is something Jackson has done every Election Day for the past 22 years.

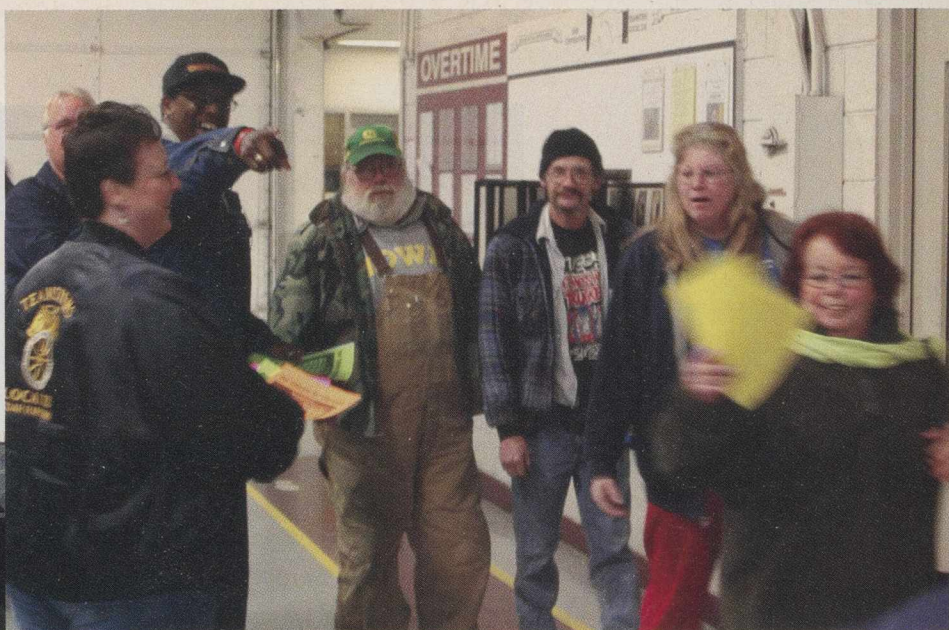
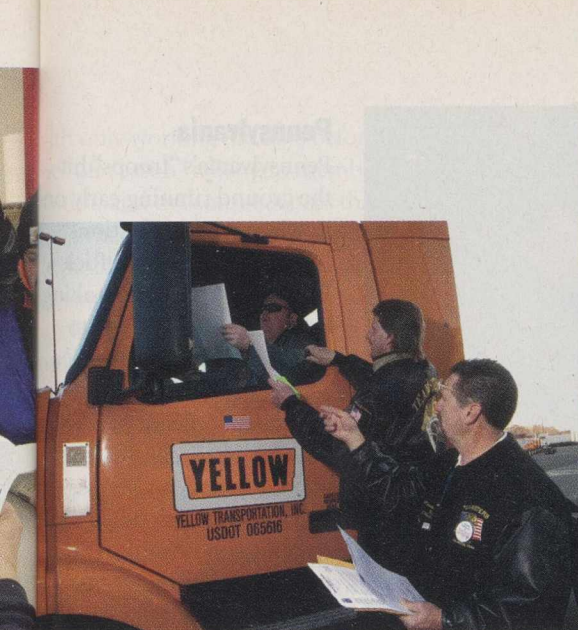
"I grew up in a union house, where we followed politics and realized the importance of voting," Jackson said. "I urge everyone I know to exercise their hard-won American right."

Millions of working Americans across the country recently followed Jackson to the voting booth to cast their ballots in the midterm elections—winning major victories for candidates who have pledged to support working men and women.

"Today, working families have a new reason to believe in the ability of their government to better their lives," said Jim Hoffa, Teamsters General President. "Teamster members spent countless hours over many months to help elect a pro-working families Congress. Make no mistake; this is a major victory that illustrates workers' formidable power."

Teamsters like Jackson went above and beyond simply exercising their right to vote. Jackson is one of the countless Teamster members involved on a continual basis—not just during election cycles—in educating and mobilizing fellow members to become politically involved. As part of a grassroots political action effort, members spread information about pro-labor candidates who will stand up for issues ranging from health care to retirement security to fair trade.

"Our members should be commended for the incredible job they have done, not only during the recent election, but year-



Mobilization

Ground to inform and educate their coworkers," said Mike Mathis, Teamsters Government Affairs Director. "Teamster members made the difference in bringing about this change in our government at all levels."

The International Union, regional leaders, local leaders and members worked hand in hand to achieve victories on both the federal and state level. Teamsters, along with its Change to Win affiliate partners, sent more than 920,000 pieces of mail and made more than 1 million robo-calls to members. Teamsters took time off work, traveled door to door, distributed information and worked tirelessly to change the course of America. While pooled resources and superior teamwork resulted in wins for pro-labor candidates across the map, key victories in Colorado, Pennsylvania, Iowa and Ohio stood out as strong testaments to the difference that Teamster members can make.

Colorado

John Holzwarth is no stranger to the political scene. While working on previous campaigns, the member of Denver-based Local 435 was featured in *USA Today* and on the NBC Nightly News. More recently, Holzwarth traveled on a broken leg through warehouses and worksites to talk to fellow members about the importance of voting. A walking cast wasn't about to impede Holzwarth's efforts just days away from a critical election.

"Personal drive is what keeps me going—what keeps all of us going," Holzwarth said. "Politics will determine our futures. We need to elect politicians that will stand up for working families, including better health care and working conditions."

Holzwarth, a 27-year Teamster truck driver, helped fellow Teamsters from other locals hand out more than 10,000 flyers. He is one of the many Colorado Teamsters who provided voter registration information, attended rallies and worked up to 14-hour days to spread the word about pro-labor candidates.

Manuel Urdiales, a 33-year Teamster with Denver-based Local 537, also put in long hours in the days leading up to the election.

"We worked very hard and things have really gone our way," Urdiales said.

The results clearly went in favor of Teamster-supported candidates. In the Governor's race, Local 537 pushed early on for Bill Ritter, whose victory ended eight years of GOP control, bringing the executive and legislative branches into Democratic hands for the first time since John F. Kennedy was president.

Teamsters in Colorado's 7th Congressional District also celebrated on Election Day as their candidate, Democrat Ed Perlmutter, beat Republican Rick O'Donnell 56-42 percent.

While Urdiales feels a post-Election Day sense of accomplishment, he feels an even stronger sense of hope for the future.

"I have three boys. I want a good future for them. By leafletting, visiting worksites and going to the polls, we are ensuring our future," Urdiales said. "I cannot stress enough how important it is to get involved."

"I have never seen so many people working together with such intensity," said Ted Textor, Secretary-Treasurer of Local 537. "Our members came alive in this election. You win the war by everybody fighting together and we had some real troops this time."

Labor's Priorities for the 110th Congress

The new leadership in Congress has a historic opportunity to reverse the trend of failed governmental policies that do not support the American worker. Working Americans voted with a high priority placed on several key issues:

Health Care

Now is the time to make universal health care a reality. Despite a 7.7 percent rise in costs over the last year, benefits are being reduced. Close to 16 percent of Americans do not have any health insurance. Eighty percent of the nearly 47 million uninsured Americans are from working families. Quality, affordable health care for all Americans must be a priority for this Congress.

Retirement Security

We must ensure that all Americans are provided with retirement security and work to reverse the decline in defined benefit pension plans. More than 40 percent of working families are in danger of not having enough retirement funds.

Freedom to Form a Union

Congress has the power to protect a worker's right to form a union through passage of the Employee Free Choice Act. This act would allow workers to act freely in the interest of good wages, decent benefits and job security. We are currently three co-sponsors away from a majority in the House, and have 42 co-sponsors in the Senate.

Labor Standards

We must preserve the 40-hour workweek, right to overtime pay and prevailing wage protections. The Department of Labor, both federal and state, should be an advocate for workers first. Funding must be increased for worker safety, job training programs and fair handling of labor-management disputes.

Fair Trade

Current U.S. trade agreements do not support the American worker. The new leadership must negotiate fair trade agreements that keep the interests of the American worker at heart.



Pennsylvania

Pennsylvania's "troops" hit the ground running early on to win some key elections. In the Keystone state, Rick Santorum, the third-ranking Senate Republican, lost to Democrat Bob Casey Jr. On a more local scale, an intense match-up in Pennsylvania's 4th Congressional District pitted Republican Melissa Hart against dark horse candidate Jason Altmire. Altmire won 52-48 percent.

"We were out there fighting for change and I really

believe that we had an impact," said Jim McClelland, a political coordinator with Pittsburgh-based Local 249. "We had 1,100 active members that were eligible to vote for Altmire, and he won by about 12,000 votes. Teamster votes contributed to that win."

"We pushed for Altmire and have been pushing for Casey for two years," said Allison Maksin, political coordinator with White Oak, Pennsylvania-based Local 205. "We told the members that who they vote for is a personal decision, but we laid out the reasons these candidates should be elected, based on their support of the issues that matter to labor."

Members of Local 249 and Local 205 coordinated efforts to visit worksites to talk about the issues and motivate members to become politically engaged.

"I talk to the other drivers at work all the time about how political decisions can impact our day-to-day lives," said Linda Guley, a Local 205 steward and worksite coordinator at Laidlaw. Guley started talking long before the recent midterm elections geared up. She has been talking about politics for as long as she can remember.

"I hand out fliers with the issues and discuss them with the women at work. Some take the fliers to their senior centers or to their friends," Guley said. "People want change, but they have to realize that they're the ones that have to be willing to make a change."

Iowa

Jim Denny wants to see a change in his country, and is more than willing to make that change.

"It's a hard job and the stakes are high, but the rewards are great when you win," Denny said. "We won this time."

Denny became involved in politics in the early 1970s. Starting in the 1990s, he became politically involved with Local 238 in Cedar Rapids, Iowa and in 2002 was appointed political coordinator for the local, while continuing to work as a driver for UPS. Denny served as a lost timer—a worker whose salary is reimbursed by the Teamsters while taking part in political outreach—in the last six elections. Now that he's retired after 33 years at UPS, he spends his time contacting other Teamster members at their worksites, urging them to vote. Not content

with only working the days before an election, Denny spends the "off season" talking to members about newly-introduced legislation and the consequences that it can have.

"When I was a steward, I told the people I worked with about the hot button issues and how to get in touch with their Congressmen. I think it's great that we have the opportunity through our locals to get involved," Denny said. "After this election, I am hopeful for the future of this country—that we can finally see health care, the minimum wage and funding for education addressed."

There is hope that these issues will be addressed following a major victory in the Iowa Governor's race for Democrat Chet Culver, who supports raising the minimum wage and reforming health care. By beating Republican Jim Nussle, Culver became only the second Democratic governor in Iowa in more than 40 years. Culver's victory was historic for Iowa Democrats, who won both houses of the legislature for the first time since 1964.

"It's rewarding to know that we helped make a difference," said Greg Hearn, a member of Local 238. "We got the information out on the candidates who are now in power. It's a definite win for us."

"Our members came alive in this election. You win the war by everybody fighting together and we had some real troops this time."

—TED TEXTOR, SECRETARY-TREASURER OF LOCAL 537

Ohio

A political win for members means electing leaders that will have a positive impact on the issues that affect working Americans, without necessarily voting for a straight party ticket.

"This has been a cooperative effort about the issues," said Patrick Cadigan, a member of Local 407 in Cleveland. "It's not about what your party is. I voted across party lines. It's about supporting the candidates who support us."

However, for many Ohio Teamsters, mention the 2004 election and you will hit a sore spot. Ohio clinched a victory in the Electoral College for George Bush in the last presidential election.

"Our union didn't support certain candidates, like Bush, but there were enough votes in the state to put us in some poor hands," said Dan Szabo, a 33-year Teamster with Local 507 in Cleveland. Szabo feels hopeful about the potential for newly elected leaders to turn his state around.

"I call it the 'unification of frustration,'" said Ray Brown, a political coordinator with Local 507. "Everyone has been feeling like 'enough is enough.' We needed a change and new leadership. The frustration really brought everyone together to vote on the major issues that affect collective bargaining, rather than more personal issues."

Democratic Congressional Priorities

Democrats in Congress have listed several priorities for the new Congress and for a stronger America. Congresswoman Nancy Pelosi, in line to be the next Speaker of the House, included in her first "100 hours" plan the goal of increasing the minimum wage. The minimum wage hasn't seen an increase since 1997. Also on the Democratic agenda:

- Rolling back multi-billion dollar subsidies for big oil;
- Making health care more affordable by fixing the Medicare prescription drug program;
- Reversing the Bush policy on stem cell research;
- Fighting attempts to privatize Social Security;
- Restoring \$12 billion in cuts made to student aid; and
- Enacting lobbying and ethics reforms.



Nearly all of Local 507's endorsed candidates were victorious at the polls. Teamster-endorsed Democrat Ted Strickland, who supports increasing access to health care, as well as retaining and attracting jobs to the state, easily won the governor's race to become the first Democratic governor in 20 years.

"There has been a huge change in this state," said Brown. "There is hope now that we have leaders who are in agreement with us on the issues. We will continue to inform our members on the issues and hold these politicians accountable. We never just work for Election Day. We work on this every day."

Long Term Success

Political action for Teamsters is about more than getting out the vote in the days running up to an election. It is about a commitment to continually informing and educating the membership. Teamsters—from Pennsylvania to Colorado and beyond—are combining power and building alliances based upon common concerns for the future. Members are planning ahead and building sustainable relationships that will endure beyond the next victory at the polls so that they can move toward a political environment with greater respect for the American worker.

John Jackson of Local 17 has voted consistently for 22 years because he understands the vital role that each individual plays toward achieving collective victory.

"I'd like to take credit for what I've done, but it's about all of us, and because of that, we have a lot of hope for the future."

The Bus Stops Here

First Student Bus Drivers in Connecticut Join Local 671

The Wheels on the Bus go 'Union Now.'"

That was the message on the matching shirts worn by First Student bus drivers in Manchester, Connecticut, on the day they voted to join Local 671 in Bloomfield.

"We've really come together," said Michelle Cooley, a three-year driver for First Student. "Everyone is really excited and looking forward to seeing some changes at our location in the following months."

Following the vote, 67 First Student drivers in Manchester became proud Teamsters.

Morale Booster

"Our morale has already gone up a lot and I believe it will continue to grow," Cooley said. "Becoming Teamsters is going to make management understand and respect us more and realize we need to work as a team, not separately."

And teamwork is what the Teamsters do best.

"This is the result of a joint effort between our local and the International Organizers," said Tony Lepore, President of Local 671. "They did a great job and were there with us the whole time, providing a lot of support and assistance."

The drivers' main issues were wage increases, paid holidays, bereavement pay, respect, inequality in the way extra work was allotted and better bus maintenance.

Raising Standards

"Being there for as long as I have, I really didn't feel like my current pay rate was what it should be," said Gayle Connolly, a seven-year driver at First Student. "But things are really turning around—so much, in fact, that we've even had people who were initially

skeptical about unionizing come over and unify with us."

The First Student organizing drive is part of a multinational campaign by the Teamsters Union to unionize school bus drivers. School bus workers are coming together to form their union with the Teamsters across the country. This latest victory only adds to the achievements in raising standards for school bus workers everywhere.

"We're going to raise the standards for all bus drivers," Lepore said. "They've been at the bottom of the food chain for a long time, but now they're going to get some respect."

First Student is the second largest school bus carrier in the United States and the third largest in Canada.

"We're going to raise the standards for all bus drivers. They've been at the bottom of the food chain for a long time, but now they're going to get some respect."

— TONY LEPORE, LOCAL 671



LOCAL 853

Reliable Trucking

Local 853 in San Leandro, California was recently certified by the National Labor Relations Board as the bargaining agent for 150 drivers at Reliable Trucking.

"I'm just elated it has gotten this far," said Dan Campos, a driver for Reliable Trucking. "No one has given us a chance in this whole thing. At every turn, everybody thought we didn't stand a chance of getting a vote certified. Now there is a light at the end of the tunnel."

According to Jesse Casqueiro, an organizer for Local 853, organizing the drivers began about a year ago. The drivers voted to become Teamsters, but the employer contested the results. The issue was then referred to the administrative law judge who issued his recommendation.

"This has been a long running campaign and this decision opened the door for us," Casqueiro said.

The company is appealing the decision. Nevertheless, Casqueiro and the workers at Reliable see it as a breakthrough. Reliable Trucking is the largest supplier and broker of rock, sand, gravel and bulk cement in northern California.

LOCAL 325

Yellow Freight

Office workers at Yellow Freight in Rockford, Illinois recently voted unanimously to join Local 325 in Rockford.

"The local has been trying to organize these workers for years," said Richard Thomp-

son, Local 325 Secretary-Treasurer. "Due to a recent retirement in management, workers who have been without representation for 40 years had the opportunity to gain a voice for themselves."

Thompson acknowledged the hard work of Ron Bronowski, a 15-year Yellow Freight worker and steward, who helped get cards signed and set up the election. Local 325 has worked diligently over the past years to organize workers at all of the major freight terminals in the Rockford area.

"We represent all the drivers, dock workers and office staff at Roadway, USF Holland and A&B Freight," Thompson said. "And the fact that all the workers at Yellow are now Teamsters is a great victory for us and the workers."

LOCAL 301

Stock Building Supply

Workers at Stock Building Supply in Round Lake Park, Illinois recently voted to become members of Local 301 in Waukegan by nearly a 2-1 margin.

"This is a great victory for the workers of Stock Building Supply and the Teamsters," said Mike DiGrazia, Joint Council 25 Organizing Director. "The company ran a very aggressive anti-union campaign, but the workers were able to see through that and chose the Teamsters to help better their lives."

The 17 new Teamster members work as truck drivers, warehousemen and load builders for the company.

"It was really important for us to be organized so

we could all be on the same page," said Tony Brock, a three-year driver for the company. "We are all spread out but, this way, we can have one strong voice and get changes made."

Workers at the Chicago branch of Stock Building Supply recently voted in favor of joining Chicago-based Local 710. Stock Building Supply is the largest supplier of building materials to professional homebuilders and contractors in the United States, with branches in 30 states as well as international locations.

LOCAL 70

USF Bestway

A unit of 58 USF Bestway workers at the San Leandro, California terminal have followed workers in Modesto and Sacramento to become the newest organized USF Bestway workers. San Leandro workers are the third unit organized during the past two months under the Teamster card-check neutrality agreement with the company.

The dockworkers, line drivers and city drivers in the West will be organized through the Master Bestway Agreement card-check neutrality clause negotiated in the Southwest and Southeast.

Forty workers in San Leandro—nearly 70 percent of the unit—signed cards to form a union for increased job security, seniority rights, a way to address favoritism and improved pension benefits. Because a majority of workers signed authorization cards, the company recognized their wish to form a union.

The card-check neutrality

clause allowed Local 70 to organize the workers in less than 30 days.

Teamsters will be working to organize additional USF Bestway locations that are nonunion within the coming months.

"Our momentum continues to build because USF Bestway workers want more security for themselves and for their families," said Chuck Mack, Secretary-Treasurer of Local 70, which will represent the San Leandro workers. "USF Bestway workers know that Teamster contracts will make their lives better."

LOCAL 570

First Student

First Student mechanics in Baltimore joined the more than 300 drivers and attendants who previously voted for Local 570 representation.

"We filed for the mechanics when we filed for the drivers and attendants," said Sean Cedenio, Secretary-Treasurer of Local 570 in Baltimore.

"However, the company refused to allow them to join and said they would drag the process out if the mechanics were included. In the end, we achieved what we had wanted from the beginning."

The main issues leading to the union vote included safety concerns as well as a need for living wages and fair treatment on the job.

Dates will soon be set for negotiations with the company.

"The mechanics approached us because they had clear needs," Cedenio said. "They're happy now that they have representation, and we're happy to serve them."

PARALLEL PARKING

CHICAGO PARKING ATTENDANTS SECURE NEW MASTER CONTRACT

Michelle Moss is in high spirits—and with good reason. Moss and 3,500 of her parking industry coworkers in Chicago have secured an impressive new contract.

“When I heard that by the end of the contract Chicago parking attendants would be the highest-paid in the country, I was ecstatic,” Moss said. “This is a great contract.”

Chicago-based Local 727 secured the winning contract for workers at 500 parking locations. The five-year contract is the first renegotiation of an already established master contract for the industry. Local 727 was able to build on its initial success by bargaining with an association of the major parking employers in the United States.

“We are very happy with this contract,” said John Coli, Secretary-Treasurer of Local 727 and President of Joint Council 25. “Our members have gained benefits and protections that have improved upon an already solid contract.”

Reaping the Rewards

Highlights of the contract include health insurance and pension increases, educational and legal assistance programs and wage hikes that will make the Local 727 members the highest-paid in the industry.

Sharon Hamilton, a Local 727 steward, has worked as a driver for Standard Parking at Evanston Hospital for 12 years.

“Being a Teamster has meant so much. All of the things we have now, we have because of our master contract,” Hamilton said. “Our first contract was pretty good, but this one is even better. I am very happy.”

“The wage increase, increases in the pension plan, a new 401(k), legal and educational assistance and more—it’s a great contract,” said Moss, a 15-year Teamster cashier and union steward at Midway Airport.



For Joe Rencher, a 26-year Teamster and valet at Standard Parking, the education benefit came at precisely the right time.

“I have an 11-year-old son and an 18-year-old daughter,” Rencher said.

“My daughter will be going off to college soon. The education program will really help.”

The legal assistance benefit provides comprehensive representation in legal matters, and has already helped Roxene Miller, a 30-year Teamster. Miller, a cashier with Standard Parking at the Watertown

Place Parking Garage, benefited from the services when she purchased her house. “I had attorney representation with my closing, transferring the title—everything. And I didn’t have to pay a cent,” Miller said.

Miller understands that her situation is unique, while most parking workers across the country have no union, and as a result do not enjoy the same benefits as she does.

“We have job security, and with the way the economy is right now, we are far ahead of everyone else,” Miller said. “I am proud to say that I am a Teamster.”



Consolidating an Industry

The Chicago contract shows that unions can be successful even in the face of corporate consolidation. When Coli became principal officer in 1992, Local 727 had several different parking contracts. Over the last 14 years, the local kept consolidating, until five years ago, it had one contract. And having one industry-wide agreement provides more leverage to level the playing field.

As the parking industry merged into several dominant national—and even global—companies, the Teamsters have also consolidated contracts for power. The National Parking Council, a branch of the Industrial Trades division, works to combat large multinationals through pooled resources and expertise.

“When you have an entire industry organized under one contract, you have

greater negotiating power,” said Ernie Yates, Chair of the National Parking Council and Secretary-Treasurer of Local 665 in Daly City, California. “This is reflected in better wages and benefits than you would see under separate contracts.”

“It’s a different situation to face these organizations when you have the National Parking Council behind you,” Coli said. “The companies know that we’ve come together in the interests of our members, and that a problem in Chicago for them is a problem in Pittsburgh, Los Angeles or any other city.”

The consolidation of union power has set the bar high for the 3,500 parking industry workers in the Chicagoland area.

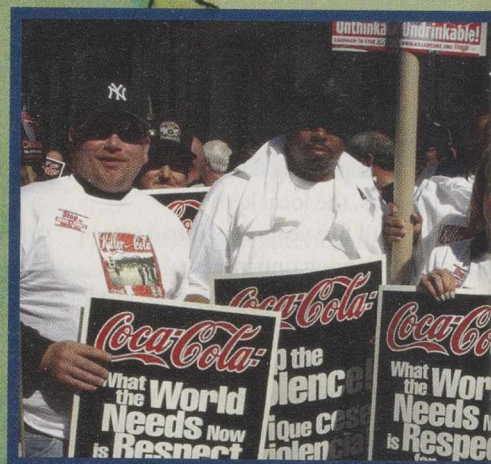
“What more can I say about this contract and about the work that our local has done to secure this,” Hamilton said. “I just feel great about it.”

Highlights of the contract include:

- Wage increases of \$2.75 over the life of the contract. Wages by the end of the contract will be well over \$16 per hour, making these workers the highest-paid parking attendants in the country;
- Pension fund increases of 18 percent in the first year and 15 percent in the second year, with a pool of money to be divided after that for an already well-funded, healthy pension plan;
- Health and welfare increases of 8 percent;
- Legal assistance in the form of attorney representation;
- Education assistance that is unrivaled in the nation. Each member, spouse and child attending college full time is eligible to receive \$10,000 per year for every year of successful credit completion. Nearly \$600,000 was granted last year alone;
- One additional sick/personal day;
- Vacation increases to five weeks, from a previous maximum of four weeks;
- 401(k) deductions;
- PAC (Political Action Committee) deductions; and
- Limits on part-time employees to 42 percent of the work force.



Teamsters Go Global



International Partnerships Build Power for Teamsters, Fellow Workers

Chins up, slightly nervous, Sheila Wactor and Dean Phinney stepped into the FirstGroup shareholder meeting in Aberdeen, Scotland, unfazed by the swarm of the company's owners. Like the shareholders, Wactor and Phinney, school bus drivers and new Teamster members, were there to help chart the company's course.

"It's important for FirstGroup's owners to know what things are like in America," said Wactor, a two-year driver for First Student, Inc., the corporation's U.S. subsidiary, and member of Local 570 in Baltimore since last June. "The day I applied for my job, there was a document attached to my application which said the company would aggressively resist unionization. This has to change."

Since late 2005, the Teamsters Union, along with the union that represents 94 percent of FirstGroup workers in Britain, the Transport and General Workers' Union (T&G), and the Service Employees International Union have built workers' power by applying pressure on the company, standing in solidarity and sharing information about working conditions in the two countries.

After learning of the fierce anti-union environment their U.S. counterparts endure, T&G members pooled their shares in FirstGroup and put forward a resolution that called for a workplace human rights policy to protect workers, especially those attempting to organize. The resolution, supported by other concerned parties, enabled Wactor and Phinney to address the company's leadership about their struggles to build their unions.

"The difference is like heaven and hell," Phinney said. "The bus depots in the U.K. are more fair to workers."

Amid unprecedented unrest among shareholders, FirstGroup's CEO pledged to "stamp out anti-union behavior" by senior managers in the U.S.

Smoother Organizing

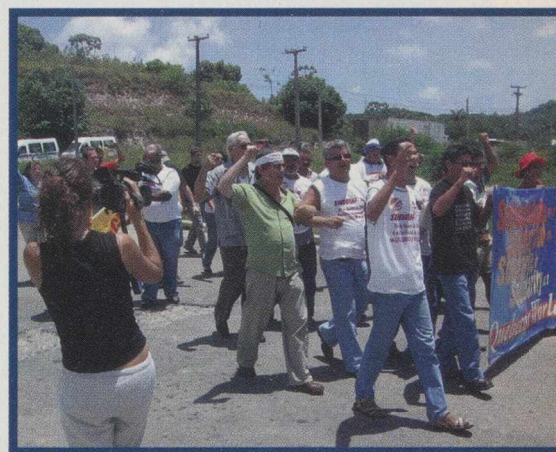
"The partnership with T&G is absolutely incredible," said Jim Hoffa, Teamsters General President. "The solidarity illustrates just how strong workers can be when they stand together."

In recent years, the Teamsters Union—including several Joint Councils and locals—has been building similar relationships that enable workers to wield strategically applied pressure on corporations.

As Teamsters organize more aggressively and continue to bargain for solid contracts in an increasingly global world, information and support from international unions allow for smarter, more strategic organizing and bargaining.

Of the nine national Teamster organizing campaigns, nearly half involve workers at multinational corporations and industries—DHL, Quebecor World, First Student, the school bus industry and the port industry. These campaigns and countless smaller-scale efforts are often strengthened by working directly with other unions and global union trade federations.

"When negotiating contracts for workers at facilities that are owned by a multinational conglomerate, management's proposals at the negotiating table can be dictated from another country," said Jack Cipriani, Director of the Brewery and Soft Drink Division, who shares information with unions worldwide to assist workers at Anheuser-Busch, Pepsi-Cola and Coca-Cola facilities. "Knowing what a company has attempted helps us and allows us to negotiate smarter for Teamsters."



Miller Time

Although facilities in North Carolina, Texas and California are labeled as Miller plants, union negotiators quickly realized that the brewer—a subsidiary of London-based South African Breweries Miller (SABMiller) since 2002—was taking orders from its parent company, attempting to implement cuts in workers' pay and benefits, just as it had at plants in other countries.

"Companies like SABMiller require new, global strategies for bargaining," Hoffa said. "Since being bought by SAB, Miller is no longer the national beer brand we knew that was based in Milwaukee. In response, we mobilized new, stronger tactics to unite our members in this latest round of contract negotiations."

The Food and Allied Workers Union (FAWU), which represents 5,000 employees at SAB plants in South Africa, offered support and shared experiences of how the company's cost-cutting has had a negative effect on workers.

With the assistance of FAWU and other unions, the Teamsters secured contracts that increase wages, access to health care coverage and secure pension plans for

some 1,400 workers who are members of Local 997 in Fort Worth, Texas; Local 391 in Greensboro, North Carolina; and Local 986 in Los Angeles.

"The International Union was incredibly helpful during negotiations," said Carl Warner, a member of the workers' bargaining committee and Vice President of Local 997. "They sent assistance to our plant and secured key information during negotiations. It was a long process but we kept morale high and stood together to win what we needed at the bargaining table."

Talkin' 'bout My Federation

The Teamsters Union is part of five global union federations, which represent hundreds of thousands of workers in the following industries: food processing, printing, building trades, public services and transportation.

Leaders from German, Australian, Irish and British unions—fellow members of



the International Transportation Workers Federation—addressed delegates at the 27th International Teamsters Convention in June 2006, illustrating their formidable support of American workers' efforts to become Teamsters and negotiate strong contracts.

"You look at these industries and quickly realize just how globally interconnected we are and how this is an opportunity for workers," Hoffa said. "An overnight package from, say, Belgium is loaded on an air cargo plane, which could be flown by a Teamster pilot. Once the plane is in the U.S., many of the workers who see the plane to the gate, unload the tubs, do the customs work, maintain the airplane, and sort and deliver the packages are Teamsters. As more and more U.S. workers become Teamsters, that increases workers' ability to improve their working conditions."

While some 220,000 Teamsters work at UPS, more than 12,000 workers at DHL and its subsidiaries are Teamsters, and the union is fighting to enable more of the 35,000 workers in the system to join. The union is also engaged in a struggle to represent workers at FedEx Home Delivery. In November, delivery drivers at two Wilmington, Massachusetts facilities voted to become Teamsters.

"We're committed to developing strategies for coordinating the organization of global supply chains with other labor organizations throughout the world," Hoffa said. "Our partnerships with unions around the world is instrumental to our efforts to organize the global supply chain."

Symbolizing the Global Economy

Few campaigns illustrate injustice as starkly as the port organizing campaign. A steam ship loaded in Denmark travels to ports in the United States, Mexico, Honduras and El Salvador, workers of various nationalities work on the same boat but their working conditions and compensation vary wildly.

"We want A.P. Møller-Mærsk and the other big shippers to end their double-standards," said Chuck Mack, Director of the Teamsters Port Division. "Here in the U.S. that means raising drivers' wages to acceptable levels and enabling them to join union. Mærsk and its subsidiaries do a fine job of providing fair pay and safe working conditions to workers in Western Europe while refusing to extend the same rights to workers in the Americas."

For the past several years, the Port Division has proposed resolutions at Mærsk's annual shareholders meeting to highlight the discrepancy in the company's treatment of workers. The latest resolution would prohibit the use of child labor and workplace intimidation, promote equal opportunity and the right to build a union. This mistreatment is particularly rampant in Central America.

In November 2004, Port Division Representative Gilberto Soto, an American citizen, returned to his native El Salvador to meet with Central American trade union leaders and port drivers, and to document workers' rights violations. At the beginning of his trip he was assassinated. The



Reaching Out

Internet addresses for the Teamsters Union's organizing page and the five international labor federations the union is part of include:

Teamsters Union Organizing Department
org.teamster.org

International Transport Workers' Federation
www.itf.org.uk

Building and Wood Workers' International – Construction
www.bwint.org

International Union of Food, Beverage Workers
www.iuf.org

Union Network International – Graphics
www.union-network.org

Public Services International
www.world-psi.org

El Salvadoran government has yet to seriously investigate the killing.

"The cold-blooded murder of Gilberto shows why the U.S. trade union movement must remain forever vigilant," Hoffa said. "Gilberto was in El Salvador to talk to workers about their conditions of employment, working to establish fundamental labor and human rights in his native country and around the world."

International Solidarity

In addition to receiving support from unions worldwide, Teamsters readily stand in solidarity with other workers. This has recently meant supporting SAB Miller workers in Peru who sought a new contract; food processing workers facing union decertification election in Guatemala; flower workers fighting a facility closing in Colombia; Liberian transportation workers rebuilding their union; and workers at a Frito-Lay plant in South Africa struggling to secure a contract.

"This is something we make a point of doing," said Tim Beaty, Teamsters Director of Global Strategies. "We build relationships with unions with an understanding of how our involvement can best help us both. The concept is very basic: we're stronger when we all stand together."

The Teamsters also coordinate international support with fellow Change to

Win federation unions. Last November, Teamsters and fellow Change to Win members rallied across the United States in support of 80,000 South Korean workers rallying against unfair labor laws, and some 264,000 Australian workers vowing to continue the campaign against the government's restrictive labor laws.

Workers throughout the union are embracing the idea of standing together. In September 2006, 45 Teamsters at the Arkema, Inc. facility in Birdsboro, Pennsylvania secured solid wage increases and protected health care benefits with the assistance of international support. The contract ended a two-month strike. Members of Local 429 in Reading, Pennsylvania received support from local politicians and an international coalition of trade unionists led by France's General Workers Confederation.

"The company realized we were standing strong in our fight for good jobs for our community," said Jim Phillippi, an 18-year employee at Arkema. "We really appreciate the support of political leaders here in Pennsylvania and the workers in France and elsewhere. It made a difference."



World History

Proud History of Supporting Workers Abroad

Although international efforts are increasingly utilized today to strengthen workers' power, the concept in the Teamsters Union stretches back to 1905, when an official responded to a former international federation, discussing possible affiliation.

Some other examples of international solidarity include:

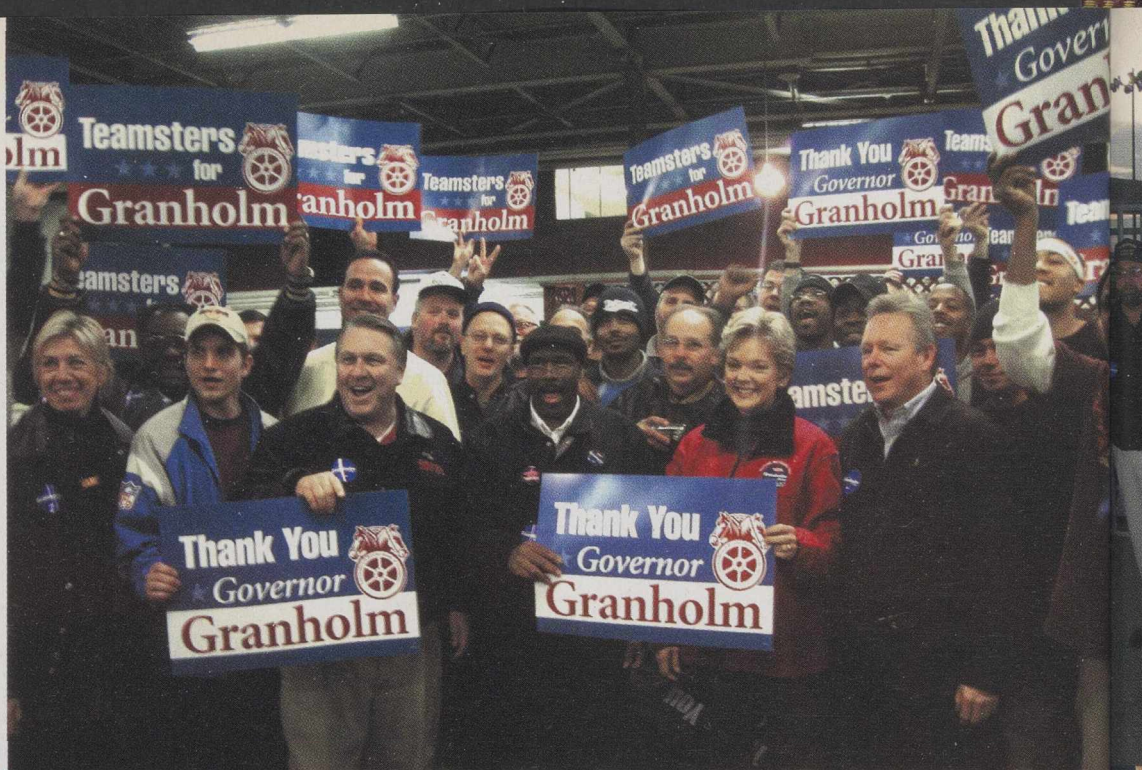
■ A resolution passed during the Teamsters Union's convention in 1940, in support of

Great Britain during what would become World War II, "thus perpetuating the principles of democracy and trade unionism and making secure the right of free peoples to determine the conditions under

which they shall live and work;"

■ In 1958, Bolivian Teamsters visited President James R. Hoffa in Washington, D.C. and the following year Hoffa supported the International Trade Federation's worldwide protest against merchant ships flying "flags of convenience;" and

■ The union applied international pressure during negotiations for the most recent UPS contract negotiations, and has support in place for its current negotiations with the shipping giant.



MARKET CORRECTION

RICHARD GRIMES, A 26-YEAR Michigan Teamster and Kroger warehouse worker, is hopeful about his future.

"I'm a positive person and after all of the support we've received, and continue to receive, my attitude right now is good," Grimes said.

Grimes, a member of Detroit-based Local 337, feels optimistic as he recently helped welcome back 180 Livonia Kroger coworkers who had been laid off last July. They were able to return to work thanks to the efforts of a Teamster-led coalition of community, religious and labor organizations, who fought to keep Kroger from sending their jobs out of state.

The decision to reinstate Kroger jobs in Livonia came as a result of intense community and political pressure placed upon the company after its July 2006 decision to move its perishable foods operations from the Livonia distribution warehouse to a non-Teamster facility in Delaware, Ohio. Pressure from the coalition not only persuaded Kroger to bring back the laid-off workers, but also secured the jobs of the remaining Livonia employees, protecting a total of nearly 500 workers at the ware-

house. As an alternative to outsourcing, Kroger has adopted a suggestion originally put forward by the coalition, and assigned the servicing from up to 26 stores in Toledo to the Livonia facility. The Toledo stores had previously been serviced by the Delaware, Ohio facility.

Political Intervention

"Our victory at Kroger proved what we can accomplish when union members and the entire community come together to protect good jobs and the local economy," said Teamsters General President Jim Hoffa at a November 6 rally at the warehouse. Hoffa joined Kroger workers there to thank Governor Jennifer Granholm for her role in protecting Teamster jobs.

Under a \$6 billion "Jobs Today, Jobs Tomorrow" economic plan, Granholm has prioritized the creation, retention and growth of jobs in the state. Granholm helped put pressure on the company to find a solution that would prevent outsourcing, and keep the jobs in Livonia.

"I can't thank the governor enough for standing up for Michigan workers and protecting good jobs in our state," said

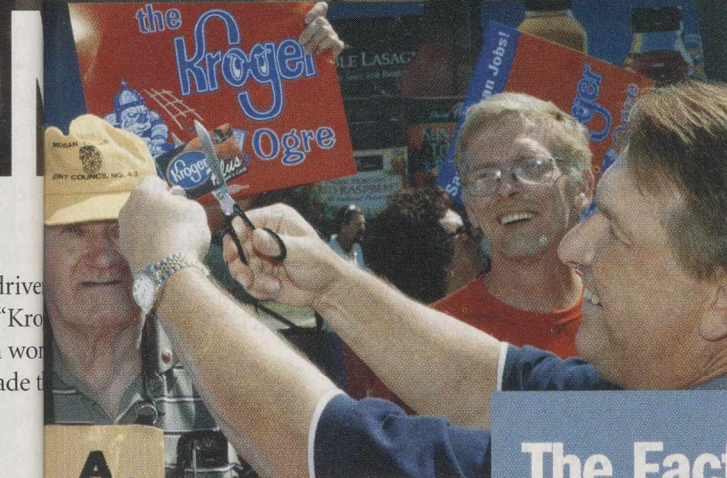
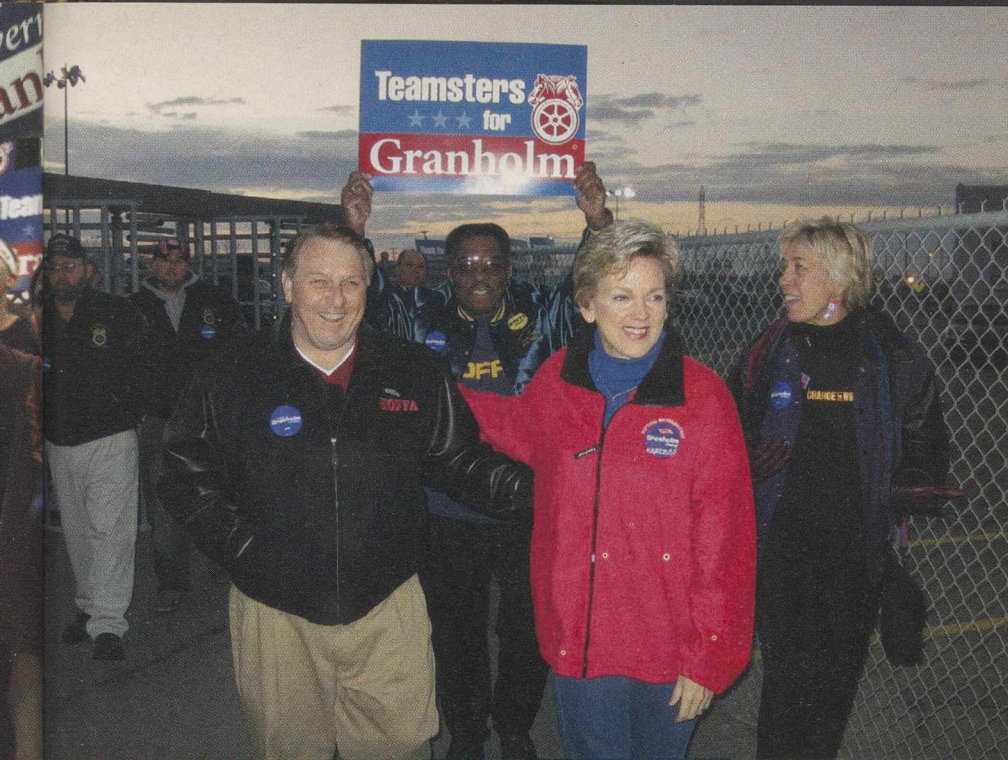
Frank Morreale, a Teamster truck driver for Kroger for more than 20 years. "Kroger now knows it can't turn its back on workers in this community that have made the company successful."

Community Support

In addition to the critical assistance from Granholm, the Kroger workers also had the widespread support of the community with the "Don't Shop Kroger" campaigning, launched by the coalition spearheaded by the Teamsters. The campaign, with its mascot, the "Kroger Ogre," raised awareness of the workers' struggle and gained widespread media coverage. Flyers were distributed outside Kroger stores to inform the public of the impact Kroger's action would have on the community. In addition to leafleting, more than 6,000 yard signs and about 3,000 bumper stickers were distributed.

In August, more than 1,500 workers and their families and supporters rallied to keep Teamster jobs at Kroger. President Hoffa spoke at the rally, and showed solidarity with the workers by cutting up his Kroger discount card.

"Everyone has done a great job in



Michigan Teamsters Return to Work at Kroger

The Facts About Kroger

- Kroger is the largest pure grocery chain in the U.S., operating more than 2,500 supermarkets nationwide;
- In 2005, Kroger had net profits of nearly \$1 billion;
- Kroger's sales average about \$208,800 per employee;
- The company controls 22 percent of the Detroit area grocery market;
- The "Don't Shop Kroger" campaign affected inventory reordering, which was down by about 21,000 cases, equaling about \$504,000 a week during the action;
- Workers in Livonia have made this facility one of Kroger's most efficient, with an on-time delivery rate of 98 percent; and
- Many of the Livonia workers' family members and friends have also worked for Kroger for decades.

in this area are supporting us."

The support will surely continue. The "Don't Shop Kroger" campaign will not be expanded; however, the coalition will not be rescinding its call for Michigan shoppers to stop buying at Kroger, pend-

ing Kroger's assurance to union leaders that its long-range plans will protect the Livonia jobs.

"We're putting the Kroger Ogre to sleep," said Grimes. "But he could rise at any time if Kroger doesn't follow through."

REPORT 99 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: November 28, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-ninth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss four new reports and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORT

A. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

On November 21, 2006, the IRB issued an Investigative Report to General President Hoffa concerning Joseph Pirro, a member of Local 456. The Report recommended that Mr. Pirro be charged with bringing reproach upon the IBT and violating his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. On November 28, 2006, Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing.

B. LOCAL 502, PHILADELPHIA, PENNSYLVANIA

On October 24, 2006, the IRB issued an Investigative Report to General President Hoffa recommending that Local 502 be placed in trusteeship. The Local is not being conducted for the benefit of the members and in compliance with the IBT Constitution and the Local's Bylaws. Failures to do so were pointed out in IBT audits in 1995 and 2001 and were not corrected. The principal officer authorized the Local's payment of his personal expenses. In addition, he authorized the payment of bills with no explanation or receipts.

The Local did not comply with the Secretary-Treasurer's Manual to obtain backup documentation or explanations for the bills that were paid by the Local and the Trustees did not verify the bank balances. Local checks were issued improperly with one signature or with a rubber stamp facsimile signature which had not been approved by the IBT.

In addition, the Local received money for alleged costs it incurred for the Health and Welfare Fund and the Professional Growth Fund. There was no written cost sharing agreement, no cost allocation studies performed and no time sheets prepared to document the work performed for either of the Funds. The Local also held only 33 of the 56 required Executive Board meetings during the period from January 2002 to August 2006. And lastly, the Local held only two general membership meetings between January 2002 and May 2006 at which a quorum of sixty-four members were present.

Mr. Hoffa put Local 502 in Trusteeship, effective October 31, 2006.

C. GEORGE DIPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

On November 14, 2006, the IRB issued an Investigative Report to the IBT-appointed Local 502 Trustee Edward Keyser concerning George DiPilato, former President of Local 502. The Report recommended that Mr. DiPilato be charged with, while a member and the President of Local 502, violating his fiduciary duties to the Local and its members, embezzling and converting Local funds and property to his own use and the use of others, and bringing reproach upon the IBT when he embezzled over \$20,000 from Local 502. On November 17, 2006, Mr. Hoffa notified the IRB that he adopted and filed the charges referred to Mr. Keyser by the IRB and that a panel would be appointed to hear the proposed charges against Mr. DiPilato.

D. RAYMOND ISNER - LOCAL 631, LAS VEGAS, NEVADA

On September 14, 2006, the IRB issued an Investigative Report to General President Hoffa concerning Raymond Isner, former member of Local 631. The Report recommended that Mr. Isner be charged with bringing reproach upon the IBT and violating his membership oath when he, subsequent to Dane Passo's permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Passo and that he be charged with testifying falsely at his September 19, 2005 sworn examination that he had not had any contact with Mr. Passo when in fact he had numerous telephone contacts with Mr. Passo during the period between March 2005 and November 2005. Mr. Hoffa filed the charges, a hearing panel was appointed, and a hearing was held. On November 27, 2006, Mr. Hoffa permanently barred Mr. Isner from Local 631 and the IBT. The IRB has the matter under review.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and a hearing panel was appointed. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an application to Judge Preska for review. New counsel for Mr. Kikes filed with Judge Preska the objections of Mr. Kikes to the IRB's application and a Reply Brief in support of Mr. Kikes objections. The matter is with Judge Preska.

B. JOHN CAPONE - LOCAL 295, VALLEY STREAM, NEW YORK

We have previously informed you that Local 295 member John Capone allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn

examination. The Local 295 Executive Board held a hearing on June 7, 2006, but withheld a decision until after Mr. Capone's rescheduled examination. On June 21, 2006, Mr. Capone appeared for his rescheduled examination. On July 31, 2006, Local 295 notified the IRB that when Mr. Capone satisfies his current suspension, he will serve a six month suspension from membership in Local 295. On September 13, 2006, the IRB notified the Local 295 Executive Board that its decision was not inadequate.

C. GARY PROCTOR - LOCAL 614, PONTIAC, MICHIGAN

We have previously informed you that Gary Proctor, an IBT member and employee of the International Union, Joint Council 43 and Local 614, allegedly brought reproach upon the IBT by knowingly associating with a barred individual, Michael C. Bane, a former International Representative and the former President of Local 614, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted and filed the proposed charges, and a hearing panel was appointed. A hearing was held on June 16, 2006.

On July 25, 2006, Mr. Hoffa permanently expelled Mr. Proctor from membership in Local 614 and the IBT and permanently barred him from holding office or accepting employment with the IBT or any IBT affiliate in any capacity. An IBT amendment to the decision prohibits Mr. Proctor from having any contributions made on his behalf to any IBT-affiliated benefit funds by any IBT-affiliated entities. On September 12, 2006, the IRB notified Mr. Hoffa and Mr. Proctor that the IBT decision of July 25, 2006, as amended on August 3, 2006, was not inadequate.

D. FRANK INCANDELLA - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 member Frank Incandella allegedly brought reproach upon the IBT and violated his membership oath when he subsequent to Dane Passo's permanent bar from the IBT on May 22, 2002, had knowing and purposeful contact with Mr. Passo. General President Hoffa filed the proposed charge, a hearing panel was appointed, and a hearing was held on September 8, 2006. On October 12, 2006, Mr. Hoffa permanently barred Mr. Incandella from the local and the IBT and, at the IRB's request, clarified the decision on October 20, 2006, to add a prohibition from having any contributions made on his behalf to any IBT-affiliated benefit funds by any IBT-affiliated entities.

On November 2, 2006, the IRB notified Mr. Incandella that it had received the IBT's decision and amendment thereto and if he seeks review of the IBT decision by the IRB he should respond to the IRB. Counsel for Mr. Incandella asked the IRB for and was granted an extension to December 22, 2006, for submitting a response to the IRB.

E. FLOYD JOHNSON - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Floyd Johnson allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person examination. On June 30, 2006, Mr. Johnson agreed to appear and on July 25, 2006, did appear for his examination. Local 714 held a hearing on August 15, 2006. After being notified that its September 11, 2006 decision to dismiss the charges was inadequate, the Local 714 Executive Board suspended Mr. Johnson from membership for 90 days.

The IRB notified the Executive Board that its decision of November 7, 2006, was not inadequate.

F. DONNY ROBLES - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Donny Robles allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person examination. Local 714 held a hearing on August 15, 2006. In its decision of September 11, 2006, the Local 714 Executive Board permanently barred Mr. Robles from membership and office in Local 714 and the IBT. The IRB notified the Executive Board that its decision was not inadequate.

G. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision was submitted to Judge Preska for review.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 95 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



EMERGENCY EXIT

Teamsters Carry Kids from Overturned Bus

The accident happened suddenly when a delivery truck slammed into a compact school bus from a Head Start early education program in southeast Pennsylvania.

"We heard the screech of the tires, the truck hit the bus, the bus teetered a little and then it fell over,"

said Rodney Kern, an eight-year Teamster driver who was a few feet away, part of a repaving crew from West Lawn, Pennsylvania-based E. J. Brene-man, Inc. and EJB Paving & Materials Co. "No one knew if there were kids in the bus or not."

"There were five of us on the crew, we were flagging and paving, and we ran up to see what we could do," said Scott Beissel, a driver, team leader and 18-year Teamster.

"All the guys who were on the crew, they all helped, they did what they could," Kern said.

The crew—Teamsters and Laborers International Union members—approached the bus. Inside were five screaming children, strapped in by seatbelts. Two crewmembers entered

the bus via the emergency exit and began freeing the pre-kindergarten-aged kids from the overturned bus.

"They wanted to get off that bus," said Kern, who, along with Beissel, helped kids out of the bus. "One of the guys inside handed me a little girl, and

ing," Beissel said. "I have first aid training and I knew there was a first aid kit in the foreman's truck across the street. I put pressure on the cut and Band-Aids on his head and talked to him just like I would my own daughter. I wanted to keep him strong, didn't want

him to be scared. I told him, 'You're really being great about this. You're strong. You're going to be just fine.'"

"I talked to Scott soon after this happened," said Jeff Strause, a business agent from Local 429 in Reading, Pennsylvania. "He downplayed the incident, but I don't think he realized how much the kids appreciated it. He and Rodney and these guys made a

big difference for these kids."

In appreciation, the children drew a poster for the crew, illustrating their gratitude for pulling them from the bus.

"The guys at the location did a real good job," Strause said. "This just shows how Teamsters and members of other unions are working together in all aspects of life."



she put her arms around my neck like she wasn't going to let go. If those kids hadn't been strapped in with seatbelts, they would've been hurt bad."

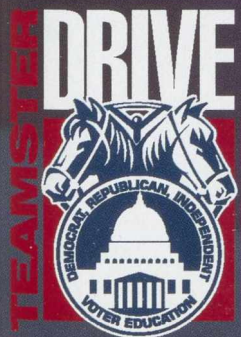
Drawing Praise

One of the students suffered a gash on his head during the crash.

"I grabbed the kid that was bleed-

THE TEAMSTERS ARE

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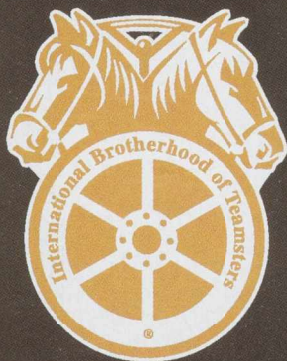


Find out more about this exciting program
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www.teamster.org



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TEAMSTER



The Bus Stops Here

2,000 SCHOOL BUS WORKERS JOIN THE TEAMSTERS



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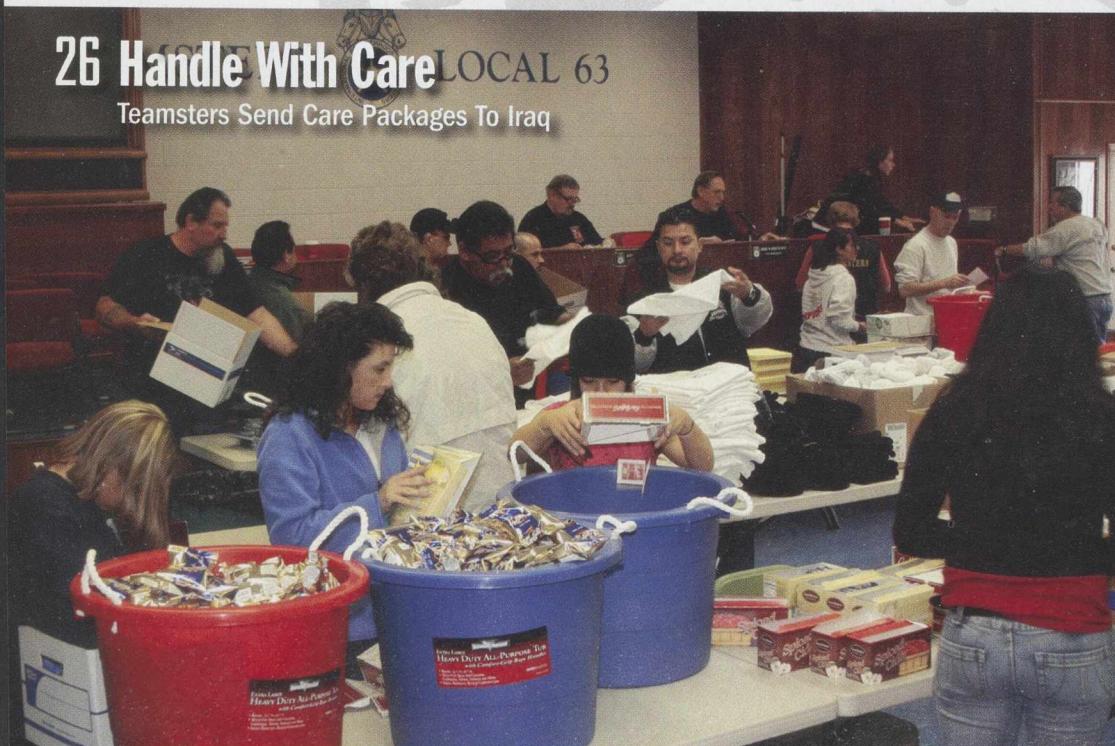
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TEAMSTER

www.teamster.org



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A MESSAGE FROM THE GENERAL PRESIDENT

A Good Choice

The Democratic majorities in the House and Senate now have an extraordinary opportunity to improve the lives of working families. A major piece of legislation that empowers working families is the Employee Free Choice Act, or EFCA. Introduced with bipartisan support, this is the first major attempt to reform labor law since the 1970s.

The idea behind the law is simple. Most any American can join a group—a church group, the PTA at their child's school, or the National Rifle Association—by signing a card and paying dues. With EFCA, if a majority at a workplace wants to build a union, they sign cards and the employer recognizes their wishes. Negotiations for a labor contract begin soon after.

This is a major improvement over our current labor laws, in which the process is unnecessarily difficult for workers because employers have more ability to aggressively thwart unionization efforts. Often, after a majority indicates their interest, they endure a nasty, bruising and lawyer-dominated election, as the employer fights to block its employees' choice to form a union.

By the Numbers

The University of Illinois at Chicago's Center for Urban Economic Development released a study in December 2005 that found shocking amounts of employer

resistance during union organizing drives. The researchers found that 30 percent of employers fire pro-union workers; 49 percent of employers threaten to close a worksite when workers try to unionize; 82 percent of employers hire union-busting consultants to fight organizing drives; and 91 percent of employers force employees to attend anti-union meetings one-on-one with supervisors.

Not only is a process that allows such intimidation outrageous, it's anti-American. Three-quarters of Americans think employers should be neutral in union elections. More than 50 million Americans are interested in joining a union, but lack fair mechanisms to do so. The beauty of EFCA is it enables workers to build a union if they desire one. The legislation would ensure that employers respect workers and bargain fairly, providing mediation and arbitration of first-contract disputes and authorizing strong penalties for any violations of the law.

President Dwight D. Eisenhower once said, "Only a fool would try to deprive working men and women of the right to join the union of their choice." If your elected representative says they honestly support working families, they will vote to pass the Employee Free Choice Act. Even a fool can see it's the right thing to do.

James P. Hoffa

Cross-Border Showdown

Teamsters Blast Bush Administration's Decision to Jeopardize National Security

The Teamsters Union is loudly denouncing the Bush administration's proposal to open the U.S. border to unsafe Mexican trucks despite that country's refusal to comply with American safety and training standards. The Teamsters Union has led efforts to keep the border closed for more than 12 years.

In the immediate aftermath of the announcement to open

the border, General President Jim Hoffa strongly criticized the cross-border trucking plan on several national news programs including CNN's *Lou Dobbs Tonight*, *The Glenn Beck Show* and CNBC's *Squawk Box*. In early March, Hoffa testified before the Senate Transportation Appropriations subcommittee about the proposed plan's many problems.

"The administration is playing a game of Russian Roulette on America's highways," Hoffa said. "As with the Dubai Ports debacle, Pres-

ident Bush is willing to risk our national security by giving unfettered access to America's transportation infrastructure to foreign companies and their government sponsors."

In its most recent report the Department of Transportation (DOT) inspector general found that the government and motor carriers in Mexico failed to meet congressionally mandated safety and training requirements. A new report is scheduled to be released within months.

Unexplained Issues

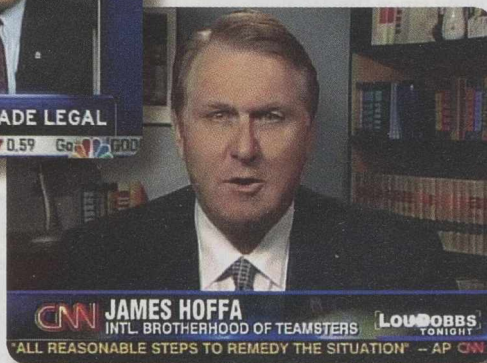
The Bush Administration's plan raises many serious concerns. Although 100 Mexican carriers will be allowed to carry cargo throughout the U.S., as the plan specifies, the DOT cannot say how many trucks would participate in the experiment or whether a system

will exist to distinguish those trucks permitted to travel throughout the U.S.

The administration claims that all trucks will be inspected by U.S. officials in Mexico at the U.S. border, although how that will happen is unclear. Today, less than 10 percent of all Mexican trucks entering the U.S. are inspected.

Highway safety issues are unexplained, such as Mexican drivers' hours of service, false log books and how to ensure, against fatigued drivers. Methods for drug and alcohol testing, U.S. licensing, and age physical standards have yet to be announced.

"The DOT has indicated that 'this is as narrow experiment' they could initiate," Hoffa said. "Yet it is an experiment that allows 100 companies and an unknown number of Mexican trucks onto our highways and forces the U.S. traveling public to serve as guinea pigs. That is unacceptable. America deserves much better."



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UPS Freight Talks Resume

Leaders Express Optimism for 2007

Contract talks for workers at UPS Freight—the former Overnite Transportation—in Indianapolis resumed in late February.

Last year was an exciting one for UPS Freight workers, as the Teamsters Union took major steps to bring to them the same strong voice that 1.4 million members enjoy.

During the first half of 2006, the union continued to mobilize its “One Company, One Union” campaign. Across the country, UPS and freight Teamsters talked to the former Overnite employees about the benefits of working under Teamster contract. These efforts by Teamster members to educate their nonunion counterparts at UPS Freight helped to accelerate an historic victory—a card-check agreement at UPS Freight.

By last summer, the UPS

Freight campaign was off to a victorious start. The first major step to organize the 15,000 UPS Freight employees was achieved in Indianapolis, where a majority of UPS Freight workers signed authorization cards to join Local 135. With the strong support in that city, 125 drivers and dockworkers at the Indianapolis terminal are now on the path to winning a strong contract.

Bargaining Begins

Bargaining with the company was kicked off early last fall, with a focus on information requests between the union and UPS Freight. A proposal meeting was held with the UPS Freight workers in Indianapolis, who provided valuable input for a first UPS Freight contract, including submitting proposals about wages, better



work rules and the need for a grievance procedure.

The union continued contract talks with the company, presenting its non-economic proposals. During the meeting, leaders from both the union and the company reiterated their commitment to seeing a contract negotiated smoothly and quickly, and both sides expressed optimism that an agreement could be reached in the near future.

“UPS Freight workers should expect to receive con-

tinued updates on the Teamster web site, as well as from local unions, on how negotiations are progressing,” said Jim Hoffa, Teamsters General President. “As the momentum builds, our freight and UPS Teamster members will continue to offer their support to UPS Freight workers, as we get closer to providing them with the fair pay and decent working conditions that they deserve.”

Details about the talks are available at www.teamster.org.

Hall of Famer

DHL Teamster Honored for Years of Service

Nick Fiorentino, a DHL driver and member of Local 107 in Philadelphia, is a man of many accomplishments. The former American Bandstand dancer, who in his free time coaches children's sports, was recently honored for his commitment at work. At a special event held by DHL, Fiorentino, along with two other DHL employees, was inducted into the first-ever DHL Hall of Fame. With 42 years of service, this Teamster has worked at DHL for more years than any other employee nationwide.

“My family was so proud to find out that I was going to be honored for all of my years of service,” Fiorentino said.

Union Man

Fiorentino began work back in 1965 with Airborne, which has since merged into DHL.

“1965 was a great year for me. I got my job with Airborne and became a father the same year,” said Fiorentino, who works in Runnemede, New Jersey.

In 1967, Fiorentino helped lead the drive to organize.

“For two years I had to go through the



heartache of being nonunion,” he recalls.

Fiorentino served for many years as a shop steward, helping his coworkers with any problems or concerns they had. He currently serves as an anti-harassment representative, mediating between his fellow workers and management. He is a representative at DHL locations throughout Delaware; Atlantic City, New Jersey; and Philadelphia.

A True Honor

“Nick’s very active in the union, a real good guy,” said Bill Hamilton, President of Local 107.

While it came as no surprise that Fiorentino, 62, would be honored for his years of tireless service to the company, this Teamster was overwhelmed by all of the recognition.

“It was really something to be given a standing ovation by more than 300 senior representatives with DHL from all over the world,” Fiorentino said.

Net Gains Workers Win Five-Year Contract at NetJets

In his 27 years as a technician at NetJets, Inc., 18-year shop steward Carl Rollins has seen several rounds of negotiations between the carrier and the

union, yet few so successfully laid the foundation for both growth and the well-being of current members.

"The job protection language we got in this new

contract will bring more work here to Columbus and our jobs are more secure," said Rollins, a member of Local 284 in Columbus, Ohio. "Plus our health care benefits are being paid for through next year by the company. I'm very pleased with how this contract turned out."

In January, Rollins and approximately 150 fellow mechanics, technicians, aircraft fuelers, cleaners and stock clerks overwhelmingly ratified a new five-year contract with NetJets. In addition to strengthening job security and securing health benefits, the contract raises wages and provides significant signing bonuses for the workers.

"The contract proves a company can dominate its market and provide its hard-working employees with fair wages, benefits and job security at the same time," said Don Treichler, Teamsters Airline

Division Director. "With this contract we've established a Teamster presence and labor peace with NetJets."

"It wasn't easy but we reached a contract the workers can be proud of," said Allen Price, Local 284 President.

Standing Together

The contract increases job security by reducing maintenance operations performed by nonunion workers and provides for an increase in the number of unionized mechanics. Health, dental and vision insurance coverage are also guaranteed, at no cost to the employees through 2008, and with protections against rising insurance premium contributions in future years. The agreement also secures annual wage increases and seniority-based signing bonuses of up to \$10,000 per employee. The "on in" rate for a 10-year mechanic in the

Setting The Agenda

Union Outlines Goals for Strengthening Working Families

The Teamsters announced the union's legislative agenda for the 110th Congress in early January, targeting key issues for working families, including the Employee Free Choice Act, a minimum wage hike, fair trade and raising economic and work standards on a variety of fronts. It didn't take long for Congress to take notice.

"The midterm elections demonstrated that Americans demand change in this country," said Jim Hoffa, Teamsters General President. "The Democratic majorities in the House and Senate have an extraordinary opportunity to improve the lives of working families. The Teamsters will work tirelessly to ensure that workers are the focus of the new Congress. Access to good paying jobs, affordable health care and a secure retirement should be a right, not a privilege, for all Americans."

The Teamsters announced they will also continue to lead the fight against free-trade agreements modeled after the job-killing NAFTA and CAFTA agreements that do not contain labor or environmental protections. The union also is mobilized to fight unsafe cross-border trucking and to pass important legislation like the Employee Free Choice Act (EFCA).

Speaking Out

"We are working on changing the way we trade and what should be in trade agreements," said Yvette Pena-Lopes, a Legislative Representative with the Teamsters Government Affairs Department.

"Millions and millions of workers, when polled, indicate they want to join a union but they are faced with obstacles. It is up to us, as a democratic country, to remove the obstacles in that process," said Jeff Farmer, Teamsters Director of Organizing.

Additional issues on the Teamsters' agenda include beefing up rail and port safety and security and making improvements to background check procedures to protect workers' rights and privacy.

To find out more about the Teamsters Legislative agenda, visit: www.teamster.org



this exceeds \$35 per hour.

The employees, voting 94-30, had been in contract negotiations with the company since January 2005. During the negotiations process, the workers picketed NetJets corporate headquarters and trade shows to draw attention to their contract negotiations.

The mechanics and related workers were supported by their fellow Teamsters at NetJets, including approximately 2,600 pilots, represented by Local 1108 in Gahanna, Ohio, and some 155 flight attendants also represented by Local 284. With the mechanics' contract, all workers are covered by five-year agreements that secure solid wages, benefits and working conditions.

"Too many employees in aviation are being forced to accept wage cuts, high co-pays on insurance and a reduction in the number of good jobs,"

Price said. "At NetJets, Teamsters are making real gains despite the negative trends elsewhere."

"The contract proves a company can dominate its market and provide its hardworking employees with fair wages, benefits and job security at the same time."

— DON TREICHLER, TEAMSTERS
AIRLINE DIVISION DIRECTOR



Rock The Boat

Jeffboat Workers Keep Union, Secure New Contract

Barges aren't the only things that Jeffboat workers in Louisville, Kentucky have built. They have worked hard to build unity, strength and a secure future for themselves and their families—and they aren't about to let anyone take that away from them.

Recently, the 920 Teamster members at Jeffboat voted to remain members of Local 89 by a 649-to-190 vote, following a decertification effort by Jeffboat and its parent company.

"Even when the company ordered and distributed more than 900 Carhartt jackets just days before the vote, our members were aware of not only the gift but the intent of the gift," said Jeff Cooper, a Local 89 business agent. "This just made them more angry that the company thought a jacket could replace a Teamster contract."

To show Jeffboat that the union will continue to do all they can for the workers, Local 89 secured a new three-year contract for the members that significantly increases wages, improves health care and pensions, and enhances job security.

New Contract

The negotiations began on February 1 and a tentative agreement was reached just over a week later. On February 18, Local 89 held a special membership meeting to discuss the tentative contract and put it to a direct membership vote. With an overwhelming 95 percent of the vote, Jeffboat members voted to approve the new contract.

"This is a truly great contract which was presented and ratified in near record time," said Fred Zuckerman, Local 89 President.

Highlights of the new contract include:

- An 18.45 percent wage hike during the contract;
- Improvements in pension and 401(k);
- Enhancements to life insurance, medical, dental and vision benefits, with no increases in the

first year of the contract;

- A \$350 signing bonus;
- Improvements in vacation time and an additional holiday;
- The company agreed that they will not support any future effort by any employee to decertify the union;
- Other improvements in the contract language, including improvements in shift change notification, work rules, overtime assignment and many other improvements.

Management Tactics

Over the past two years, the company's turnover rate was nearly 40 percent and they had hired several hundred new employees. Many of these new hires were refugees—including Cubans, Sudanese, Hispanics and others. By soliciting signatures from these new workers, the company obtained signatures from many who had no idea what they were signing. The company not only took advantage of the workers' lack of English skills, but also their lack of knowledge of unionism and what a Teamster contract offers.

The Teamsters were able to keep one step ahead of the company and its high-dollar, union-busting attorneys, thanks to strong momentum and support throughout the campaign. Membership involvement was the key to success in the decertification election. This is clearly noted in the fact that the company did not even get the 30 percent vote they presumably had when they filed the decertification petition. Gabriel Resendiz, a worker at Jeffboat, kept organizers informed on what the company was telling workers who did not speak English.

"They thought since some of the workers could not read or speak English, they did not understand the strength of a union contract," Resendiz said.

Protecting Pensions

Rochester RTS Workers Celebrate First Contract



In December, members of Local 118 ratified their first contract with Regional Transit Service (RTS) in Rochester, New York by a near unanimous vote of 27-1. The five-year agreement protects current and retired workers' health and pension benefits. The contract also contains strong job security language.

"This contract recognizes the workers' significant contribution to the RTS," said Paul Markwitz, business agent for Local 118 in Rochester.

The agreement covers 29 dispatcher, radio control, road and garage supervisors. They

direct and ensure the safe operation of transit service for the Rochester area. RTS stands as public authority and an extension of the local government.

The fight over the pension plan emerged as a critical issue. Before voting to join Local 118, the workers were included in the defined benefit pension plan. However, during contract negotiations RTS wanted to remove them from the plan and offer an inferior pension.

Working through DRIVE (Democrat, Republican, Independent Voter Education), Local 118 collaborated with politicians and found a solution where

New Blood

Red Cross Members Ratify First Contract

Blood collection workers and mobile unit assistants at the Northern Ohio Blood Services division of the American Red Cross ratified their first union contract with Cleveland-based Local 507 after a nearly two-and-a-half year struggle.

Local 507 organized the 178 blood collection workers in September 2004, but lengthy legal appeals at the National Labor Relations Board delayed bargaining. In 2006, Red Cross mobile unit assistants unanimously voted to become members of Local 507, joining the blood collection workers and bringing the bargaining unit to more than 200 workers.

The contract, ratified by more than 80 percent of the workers, includes immediate guaranteed bonuses for all staff this year, additional raises in the following years, as well as a strong grievance procedure and requires the Red Cross to honor worker seniority.

"The gains we've made with this contract were worth the fight and this is a huge step for us," said Melanie Brooks, who has worked at the Red Cross for 15 years and is a Collection Specialist 2 Charge. "The safety policy was one of the deciding factors for ratifying this contract. We now have a grievance procedure and a voice in our workplace. It has always been do whatever they say with no recourse. Now that will change."

Tough Road

The workers, most of whom are women, service volunteer blood drives in 19 Ohio counties. Though Local 507 won the 2004 election by a

close margin after an aggressive management campaign, the workers stood strong to secure a good first contract with guaranteed wages, benefits and job security.

"I am proud these Red Cross workers voted for strong representation by Local 507," said Al Mixon, Local 507 Secretary-Treasurer. "In this harsh legal climate for organizing workers it is truly extraordinary everyone stayed unified. Because they supported Local 507, we were able to bargain a great contract for them."

Terry Harvilic has worked at the Red Cross for nine years as a Blood Collection Technician and knows what a tough road it has been for the workers and the union.

"We thought this would never happen with all the fighting and struggling and the personal attacks by the organization against Al [Mixon] and the Teamsters Union in general," Harvilic said. "But the local hung in there with us throughout this whole ordeal and were fantastic. They deserve our deepest gratitude."



Scholarship Essay Contest Winners

James R. Hoffa Memorial Scholarship Fund Awards 50 Winners

Winners of the 2006 Essay Contest have been announced and they are children and grandchildren of Teamsters from all over North America. The scholarship is available to those already enrolled in an accredited higher education program.

The Essay Contest, now a permanent component of the James R. Hoffa Memorial Scholarship Fund, received hundreds of entries on the topic: Describe how the Teamsters Union has

benefited your family and explain how you might use your education to involve the labor movement in your future.

"This scholarship is one of the highlights of the year for me. Seeing what these bright young people write about always makes me feel secure about the future of the labor movement," said Jim Hoffa, Teamsters General President. "The entries we got this year had some amazing stories in them. I'm proud that

the Teamsters Union, through donations from our members, is helping them go to school."

Winners receive one of 50 \$1,000 scholarships, with 10 awards distributed to each of the area regions. The Essay Contest is geared toward the student who can demonstrate a thorough understanding of labor principles and the impact of the labor movement in their life. The award is payable exclusively as a one time, \$1,000 disbursement.

Contract Highlights

The members demanded strong job security language because past changes in administrations after elections resulted in anxiety among members about the future of their jobs.

"Every change of administrators has been scary," said Jim Ramos, a road safety supervisor. "Outsiders would come in and be given preferential hours, shifts and positions. Meanwhile, the administrator, with no intention of staying for the long-term, has little concern for those who have worked here for years."

"This group defined unity throughout the process, they are a great compliment to our local," Mazza said.

Other key provisions of the contract include:

- Wage increases of up to 5 percent annually and greater pay parity;
- Strong seniority rights language;
- Binding arbitration; and
- Comprehensive benefits (e.g. life, disability and dental insurance).

"We stabilized and solidified our position," said Bob Cassavwa, a dispatch worker. "There's something in it for everybody. I'm proud of what we accomplished."

The 2006 winners are:

CANADA

Stephen Barrett • Local 879
Adam Beamer • Local 31
Brenda Beamer • Local 31
Kaitlyn Bott • Local 879
Ariane Bouchard • Local 1999
Chelsea Coverdale • Local 879
Sereena Jaswal • Local 1979
Jillian Lackey • Local 938
Shannon Pilsworth • Local 938
Parveen Shergill • Local 213

CENTRAL

Erin Conner • Local 525
Courtney Goodman • Local 50
Samuel Juhl • BMWED Lodge 342
Autumn Kirchman • Local 75
Rita Koganzon • Local 744
Elizabeth Reeths • Local 406
Rebecca Rozek • Local 344
Munitaz Shalash • Local 413
Jacqueline Storm • Local 705
Chelsea Wilcox • BMWED Lodge 706

EASTERN

Megan Cervellera • Local 449
Nicole Handy • Local 676
Konrad Koss-Stambolic • Local 445
Anthony Levanduski • Local 30
Miranda Linden • Local 491
Luke Rosiak • GCC/IBT Local 2-N
Kimberly Seeley • Local 560
Asha Shareef • Local 295

Nichole Simmons • Local 326
Philip Tizzani • Local 804

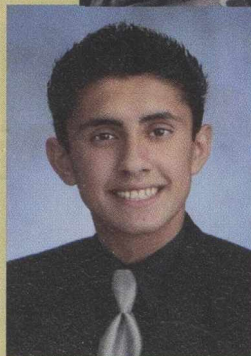
SOUTHERN

Breanna D'Zamko • Local 728
Beau Ganas • BLET Division 648
Kandace Long • BLET Division 242
Lindsey Loveday • Local 886
Keilah Michael • Local 947
Ashley Parker • Local 173

Jacqueline Ross • Local 19
David Selesky • Local 988
Brittany Smith • Local 891
Jessica Wilson • Local 919

WESTERN

Patty Chung • Local 70
Sonya Coles • Local 166
Fernando Gallo • Local 601
Zachary Henseler • Local 222
Caroline Keegan • Local 150
John Anthony LaPorte • Local 896
Glenn Mathis • Local 572
Dmitriy Mironyuk • Local 174
Richard Serna • Local 952
Evan Wasserman • Local 959



The Bus



Stops Here

1,600 First Student Workers Join the Teamsters

The sun had not yet risen over Charleston, South Carolina as Leemon Lawyer, a First Student school bus driver, exited the Azalea yard, ready for another day on the job. On this particular day, he left the yard feeling a little lighter and more hopeful about the future. Lawyer, who for 40 years was a federal employee and union member, is proud to say that as a school bus driver he is once again a union member—a Teamster.

“Two other unions tried to organize before at our yard and failed. That was two strikes against a union, but I knew there would not be a third,” Lawyer said. “We hit a home run this time by winning our union election. We’re proud to be Teamsters.”

First Student school bus workers in Charleston aren’t the only ones at the company who have recently gained Teamster representation. In December, school bus drivers, attendants and mechanics for the private school bus company in Norwich, Connecticut; Wallkill, New York; and Anchorage, Alaska also overwhelmingly chose the Teamsters as their bargaining representative. In January, workers in Pine Bush, New York and Danville, Illinois joined their First Student coworkers in becoming Teamsters.

“I am proud to welcome our newest brothers and sisters into the Teamsters Union,” said Jim Hoffa, Teamsters General President. “These major victories for these workers are a direct result of the Teamsters’ focus and energy on growing our great union. We are organizing for the future and building power for our members and all workers.”

“Our organizing success in the school bus industry has come from working strategically at all levels of our union—from the International to the locals,” said Jeff Farmer, Teamsters Director of Organizing. “This is not just a national campaign; it is a global campaign that involves teamwork with our partners in labor to improve the lives of workers.”

Success on a Global Scale

The Teamsters Union has joined forces with its Change to Win partner, the Service Employees International Union (SEIU), as well as with the Transport and General Workers’ (T&G) Union in the United Kingdom, home to First Student’s parent company,



FirstGroup. Together, the partnership has worked for change through advocating for worker rights at shareholder meetings, meeting with members of Parliament involved with transportation regulations and pressing FirstGroup to focus on a policy of neutrality in union elections in the United States. In the more worker-friendly U.K., 96 percent of the FirstGroup work force is unionized. Only 12 percent of First Student employees in the U.S. belong to a union, in an industry notorious for low wages and inadequate health care coverage.

The campaign to organize school bus workers with First Student began this past summer when First Student bus drivers and aides in Baltimore and Iowa City, Iowa became the first locations to join the Teamsters. Since 2006, more than 1,600 First Student workers across the country have joined the Teamsters.

"We have so many issues—from low wages to unaffordable health insurance to a lack of respect on the job—but with the Teamsters, I know we will have someone to speak up for us," Lawyer said. "The unity of a body of people working together brings power and I am happy to say we now have that power because we are Teamsters."

Rallying for Change

On a Sunday afternoon in December, just days away from their union election, Law-

yer, his coworkers and their families came together at a rally. They met to celebrate the upcoming union victory they were certain would take place.

"We feel very positive it's going to happen. It's time for a change," said Evelena Moultrie, a five-year driver. "It's time for all drivers to stand together with one voice."

At the event, workers voiced concerns about their working conditions to Hilary Douglas, a member of the Charleston County School Board. Community leaders like Dot Scott, President of the Charleston branch of the National Association for the Advancement of Colored People (NAACP), extended support and encouragement to the workers.

Community involvement was key in bringing about the victory for First Student workers in Charleston. In October 2006, Scott and representatives from the Charleston County School District met with First Student President Carey Paster to discuss their concerns with working conditions in the First Student yards. As a result of the meeting, Paster agreed to hire back a worker terminated under questionable circumstances—with back pay; allow workers the right to speak and raise safety concerns in safety meetings; agree to cease mass mailings about the union sent to employees' homes or delivered to them at work; and to work on the employees' list of 23 safety concerns, including buses that

have missing glass, broken doors and loose air brakes.

"Since the Teamsters have been here to help us unionize, a lot has been done. We are relieved and happy that we are now Teamsters," Moultrie said.

Looking Ahead

"This was a huge victory because of how involved everyone has been from the beginning," said L.D. Fletcher, President of Cayce South Carolina-based Local 509. "When you have the International, our local, community leaders and the workers themselves fighting for what is just and right, you know you will have nothing but success."

More than 350 First Student workers in Charleston are now looking forward to negotiating a contract that will reflect the priorities.

"We need better benefits, a decent salary and a voice to be able to raise these concerns," said Donna Horry, a four-year driver.

"We are looking for respect," said Marquette Cooper, a 20-year driver. "I feel like First Student has to look at us as important because we are the ones that make that company."

"These children are our future. I don't know who I am carrying—it could be the next president or next football star," said Janice Shaw, a four-year driver with First Student. "We were unified, strong and determined to become Teamsters. Now we can get to work on negotiating for the wages, benefits, safety and respect we deserve for the hard work that we do each and every day."

New York

On a rainy December evening in Newburgh, New York, Patricia Moshier sat in the Local 445 offices with her fellow First Student employees, making phone calls to coworkers. They were being called as a reminder to vote in the next day's election for Teamster representation.

"It is so important that everyone come out to vote," said Moshier, a four-year driver. "We need the backing to be able to work on getting decent health care. The so-called medical coverage the company offers is really a supplemental plan that barely covers anything and is very expensive. I don't have any medical coverage and





New Day In New Orleans

Laidlaw School Bus Workers Join Teamsters

School bus workers with Laidlaw, the nation's largest bus operator, recently became the newest members of Local 270 in New Orleans.

"When Hurricane Katrina happened, we were right on board and there to help—and we are on board with you now," said Jim Hoffa, Teamsters General President, at a rally of more than 100 Laidlaw workers in New Orleans.

Before Hurricane Katrina ravaged the area, about 450 school bus workers had Teamster representation while working for the New Orleans Public Schools. The school system was in the process of a state takeover before Hurricane Katrina hit. After the hurricane, school transportation services were contracted to Laidlaw, leaving the workers without union representation. Of the approximately 350 workers currently employed by Laidlaw, only 39 are former school system workers who returned after Hurricane Katrina.

"The hurricane dispersed so many community members and students," said David Negrotto, President of Local 270. "Because of the flooding we went from over 100 schools to about five. We are rebuilding, and with the incredible assistance of the International, we were able to win representation for these workers."

Rebuilding

"We have been through so much and we have worked so hard together," said Laidlaw driver Zandra Batiste. "We wore our shirts, rallied together and passed the word around. We are very happy that we formed our union."

At the rally, Willie Smith, Secretary-Treasurer of Joint Council 87 in Jackson, Mississippi, encouraged the workers to remain strong as Teamsters. Smith was one of the first Teamster leaders to lend assistance to residents in the aftermath of Hurricane Katrina.

"You are the union," Smith said. "The union is me and you. It's all of us in this together. The union is only divided by the company, not by us."

The workers in New Orleans are now part of more than 7,000 Laidlaw school bus and transit workers represented by the Teamsters. Now that they have their union, they are looking forward to improved working conditions, which will enable them to more effectively contribute to an economy and community as it continues to rebuild.

that is pretty scary. Everyone needs to have medical benefits."

Sitting next to Moshier at the table was fellow driver, Cathy Haas. Haas called her coworkers, urging them to make a difference, to seize the opportunity to regain what was lost when First Student took over for a previous company almost two years ago.

"We need to get back what was taken away from us. When First Student took over we lost out on so much—wages, bonuses, holidays," Haas said. "FirstGroup made almost \$398 million in profits last year, but any wage increases we get are negated by increased costs. It's important that everyone turns out to make some changes here."

In addition to concerns with wages and health care, the school bus workers at the Valley Central yard in Wallkill are also seeking a seniority system, respect on the job and an end to favoritism by management.

"There is so much favoritism here that it isn't even funny," said Fred Carroll, a two-year driver. "I came to work one day and management said I didn't have a run. I come to find out the next day that they gave it to somebody else."

"We need to be able to have a relationship where we can talk to management," said Wanda Rogers, a driver. "The company says they have an 'open door policy,' but we get nowhere when we try to express our concerns. We need a voice and we need respect."

Hard Work Pays Off

The calls for change were heard loud and clear. Phone banking came at the end of a 10-week campaign period, which culminated with a big win. The efforts put forth by the school bus workers paid off when, by a 3-1 margin, the more than 100 Wallkill drivers, monitors and mechanics became members of Newburgh, New York-based Local 445.

"I feel a sense of relief and happiness," said driver George Benedict. "I feel secure now, knowing that the company won't be able to just do as they please. We supported each other and earned our union."

"Prior to driving buses, I was a Teamster for 23 years," said John Gayton. "Being a Teamster meant the big companies couldn't push us around and we were able to negotiate for health care and a decent wage. It brought back good memories to see my coworkers stand up, fight and not back down."

Standards are being raised as more workers are witnessing the successes their coworkers across the country have had in forming their unions. After the First Student workers in Wallkill formed their union, workers in nearby Pine Bush joined them as members of Local 445, becoming the second group of First Student workers to join the local since December.

In their efforts to unionize, the Pine Bush workers faced resistance from the company, as have other First Student employees throughout the nation. Despite

Now Is The Time To Organize

Since 2006, more than 1,600 First Student school bus workers across the nation gained a voice by joining the Teamsters. The recent series of wins is only the beginning for these workers. Under the name, "School Bus Workers United," drivers, attendants and mechanics are collectively working for improvements in working conditions within the school bus industry, including—decent wages, affordable health care coverage, responsiveness to safety concerns, respect on the job, a seniority system and an end to favoritism by management. They have found the solution to their shared concerns with First Student is Teamster membership, as more workers continue to organize and work for a better future at the company.

Now is the time to organize at First Student. Locals with First Student yards in their jurisdiction are encouraged to call the Teamsters Organizing Department at 202-624-8718.

a pledge by FirstGroup to remain neutral where it concerns union elections in the United States, this policy has not been adhered to in multiple instances by First Student management, including high-level managers in the U.S. Violations of the neutrality mandate have most often come in the form of captive-audience meetings and anti-union literature.

In Pine Bush, organizers' efforts were disrupted when First Student issued a notice to three International Union organizers, barring them from all First Student yards. Management also warned a nearby business to remove a Teamster RV from its lot, and called the zoning board to take down Teamster banners. In response, Teamster Locals 170, 251 and 294, along with Joint Council 10, came to offer assistance, sending Teamster trucks to park legally outside and circle the yard.

"We are happy to welcome this great group of workers to the Teamsters," said Douglas L. McCauley, Secretary-Treasurer of Local 445. "Unfortunately, the trend for school bus workers appears to be the same throughout the country—they have the same problems and concerns. We are happy to be able to raise the standards for school bus workers in our area, as part of a larger movement to raise standards in the industry."



Connecticut and Alaska

In Norwich, Connecticut, First Student employees gained a voice by working together to form their union.

"The workers felt great about their win," said Thomas Schlink, Secretary-Treasurer of Uncasville, Connecticut-based Local 493. "We're happy to count them as our newest members."

The big issues for the workers in Norwich—not unlike other First Student locations that recently unionized—are health benefits and wages. With a fleet of more than 22,000 buses, First Student is the second-largest school bus transportation provider in North America, yet the workers in Norwich feel that bigger does not always mean better, particularly when it concerns wages. Many of the workers are also single mothers with small children, in desperate need of medical coverage.

Driver Crystal Ladd wants to see improved benefits. "We need better, more affordable health insurance and we need some sick days," Ladd said.

If anyone can appreciate the importance of Teamster membership, it's the First Student employees in Anchorage, Alaska.

The workers had already been Teamsters, when in April 2005, anti-union employees persuaded their coworkers to decertify the union. After the decertification, the workers learned to appreciate the difference that Teamster membership had made in their lives and went to work immediately on winning back their union. They came together through several actions, including marching in to the office





"It feels good that we have somebody to stand behind us, someone that will be there for us," said Kimberly Castleton, an attendant.

"I'm looking forward to a greater level of respect," said Morgan Johnstone, a driver. "Having the security and protection of union representation is important, and allows us to do the good that we know we can do with these students every day."

Judy Bickford, a three-year driver with First Student, recognizes the difference that Teamster membership has made at her yard, having worked for the company as both a union and nonunion employee.

"Our union saw to it that policies were being followed; without the Teamsters we were at the company's mercy," Bickford said. "I'm happy we are Teamsters once again."

Safety First

While safety is of the utmost importance for all school bus workers, in Danville, Illinois, drivers are particularly concerned about safety standards. This is one of the reasons they decided overwhelmingly to join the Teamsters.

"First Student says safety comes first for them, but that's lip service," said driver Marilyn Street. "We are at greater risk for accidents when there are fights and no monitors on the buses. There are so many safety issues that we need to address—and

I know as Teamsters we will have this opportunity."

"The biggest concerns for me are the weapons brought on the buses and the fist fights on the buses," said Larry Carson, a driver. "We need monitors to keep control on the buses so we can keep our eyes on the road as drivers. As Teamsters, we all need to work together with the schools, the parents and First Student for safer runs."

A survey of the First Student employees in Danville revealed that safety and respect were among the top issues that led to the decision for Teamster representation. One hundred percent of workers surveyed said they should be able to refuse work based on unsafe conditions or lack of training. The workers also want to see more respect and the elimination of favoritism. Ninety-six percent of the respondents said they do not feel First Student values their service.

"There is power in numbers," said Pat Gleason, President of Local 26 in Danville. "These workers are transporting our children. They deserve to be treated fairly, not taken advantage of."

"With the responsibilities we face each day in operating our buses and keeping our children safe, we deserve the respect that any other professional receives," said Vicki Mueller, a driver. "We need this from First Student. And it looks like, as Teamsters, we're going to make this happen."

with First Student DVDs they had been given by management. They told the managers that the DVDs violated the neutrality policy, and returned them. After standing as a strong, unified front, on December 20, the First Student workers in Anchorage successfully became Teamsters.

"We're very excited to have these workers back in our family," said Ken Coleman, Secretary-Treasurer of Local 959 in Anchorage. "This was a great cooperative effort between the International, our local and the potential members. We look forward to doing the best we can on behalf of the workers to reestablish a strong working contract with better wages, benefits and working conditions."



DOUBLE-SIDED

After midnight on a cold January night, some 25 workers excitedly waited outside a former restaurant in Versailles, Kentucky. Through a plate glass window at the front of the restaurant, just down the road from the workers' Quebecor World facility, they watched as votes were counted for their union election.

"We were pressed up against the window, watching, counting along," said Ann Warfield, a 30-year general worker at the Versailles facility. "I was nervous—I can't tell you who was in front of me, but I was squeezing their arm so hard."

At about 1 a.m., the workers received the news: a commanding majority, 190 to 90, had voted to form their union with the Teamsters. The workers, who create Merriam-Webster dictionaries, Rand McNally atlases and volumes of the series of Harry Potter novels, hugged and congratulated one another.

"It was exciting," Warfield said. "Having a union means a strong voice at work. Everybody deserves a good pat on the back. I think that if we work together we can make this a much better place."

Including Warfield, 315 workers in the facility's bindery, material services, maintenance and distribution departments had won union representation, just as 244 coworkers on the press and pre-press departments did in 2005.

"We welcome all Quebecor World workers in Versailles as new Teamster brothers and sisters," said Jim Hoffa, Teamsters General President. "With their coworkers across the country, they're building power in the printing industry."

Supporting Each Other

The vote in Versailles marked Quebecor World workers' second big victory within a month. Just weeks before, Teamsters at the Fernley, Nevada facility approved

their first contract, securing solid wages and benefits.

"I think we're seeing how good contracts help build density and vice versa," said George Tedeschi, President of the Graphic Communications Conference and International Vice President. "This year we're redoubling our efforts to provide workers with the opportunity to become Teamsters and we're clearly off to a good start."

Indeed, as this issue went to print, organizing efforts were under way at facilities throughout the country and contract negotiations are approaching completion at facilities in Mt. Morris, Illinois; Versailles; and Memphis and Dickson, Tennessee. As the campaigns proceed, workers are building power by supporting one another's efforts.

"These employees know that voting for Teamster representation will give them a strong voice at Quebecor World," Tedeschi said. "Teamsters are crucial to the high-quality printing that takes place at Quebecor World plants across the United States."

Proud Teamsters

Some 200 press operators, production workers, technicians and other employees at the Quebecor World facility in Fernley voted overwhelmingly to ratify a three-year contract in mid-December. The agreement, the workers' first, secures significant job protections, caps health care insurance premiums and increases wages.

"I'm very proud and happy with this contract," said Isaac Brooks, a four-year ink-and-roll tender in Fernley. "Everything in there is a gain, across the board. The wage increases, a grievance procedure, the limit on our health insurance costs. All in all, this is fantastic."

Approved by 81 percent of voting workers, the contract was secured approximately 18 months after the workers voted

to become Teamsters. In addition to wage increases, health care premium costs are capped and workers have the opportunity to switch to a new insurance provider while receiving equal contributions from the company. The contract language includes a grievance procedure and provisions that combat unfair favoritism.

"This is a solid contract and a big reason workers in Fernley voted to become Teamsters," Hoffa said.

Kentucky Derby

Many of the newly organized workers in the Versailles plant are employees with more than 20 years' experience who look forward to a productive future at their company.

"Negotiating with Quebecor World means we have a strong voice," said William "Sandy" Redmon, a machine operator. "Our press and pre-press coworkers voted to form their union and are negotiating with Quebecor management, making our plant a better place to work. Now it's our turn."

"We had a life-changing opportunity to join the Teamsters," said Bob Lee, a machine operator. "Our company committed to leaving the decision up to us and us alone."

"The only way to have our voices heard was to organize," said Steven McDonald, another machine operator. "While corporations are being bought and sold these days, workers need to organize so we can speak and work together as one."

"I have worked so many different jobs at the plant that I could make a book in my sleep," said Lottie Neal, a general worker. "I love my job, but I want a voice and we will have that as Teamsters."

"Now is the time for Teamsters," said Loretta Reed, a general worker. "The best part about voting for the Teamsters is that we are together. It's a sign of strength."

PRINTING

Kentucky Quebecor Workers
Resoundingly Endorse Teamsters

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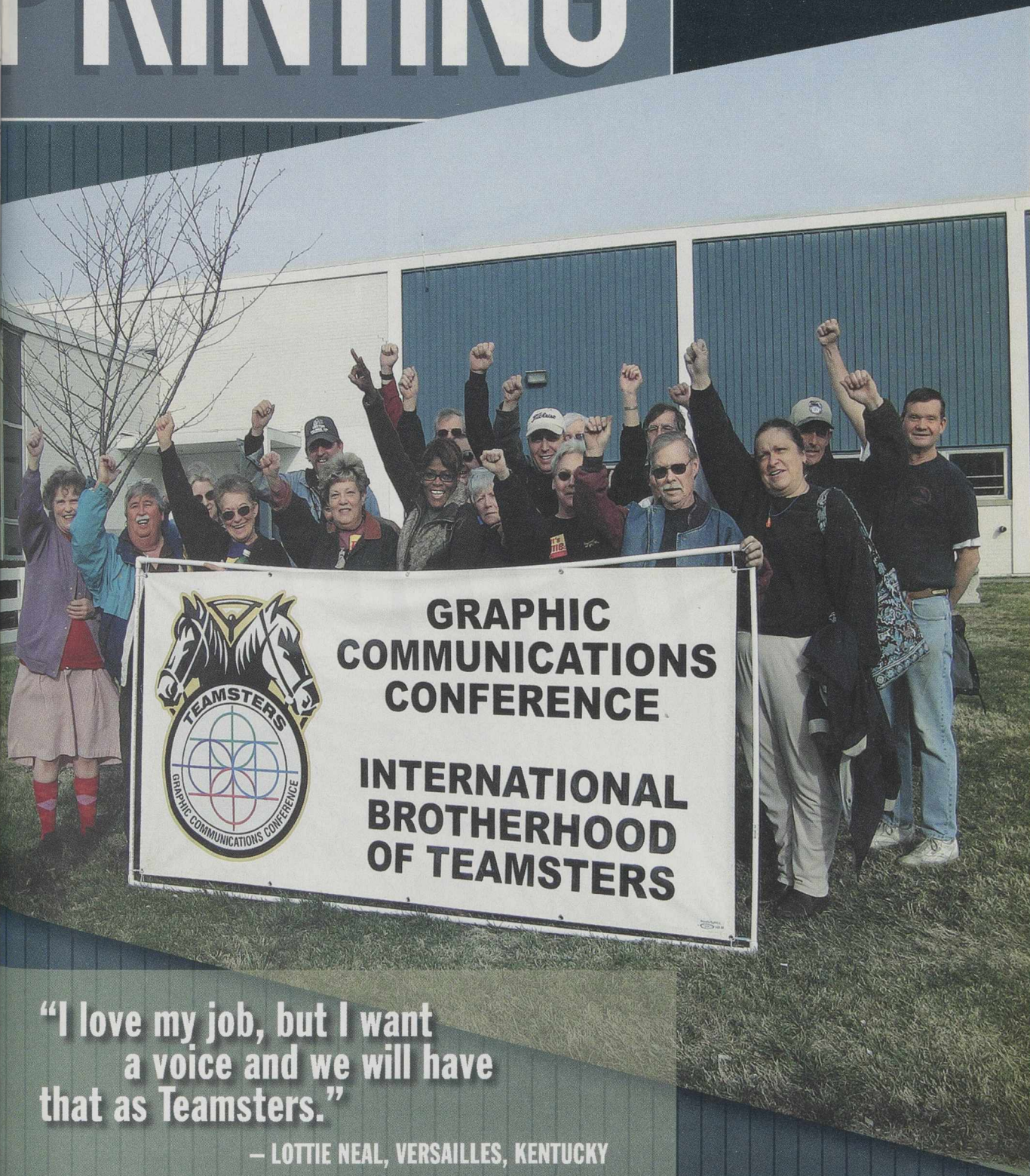
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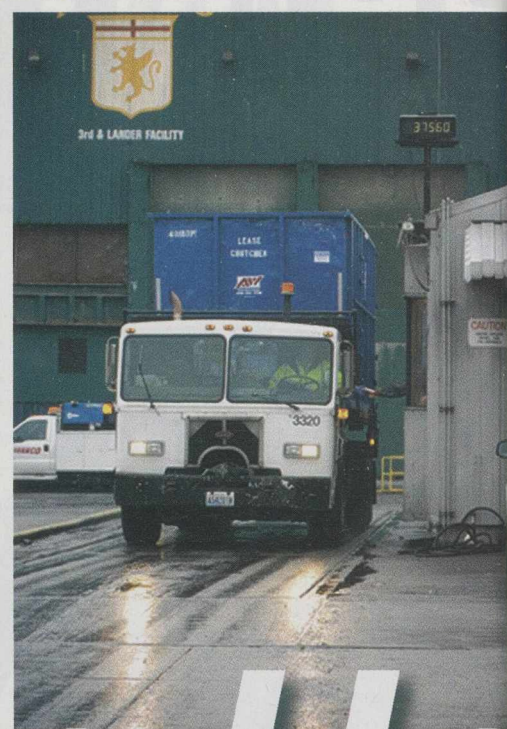
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**"I love my job, but I want
a voice and we will have
that as Teamsters."**

— LOTTIE NEAL, VERSAILLES, KENTUCKY



Cleaning Up

**Environmentally and Economically,
Recycling Makes Sense**

“IT’S A SUCCESS, IT REALLY IS,” SAID THOMAS WRAY, A RECYCLING WORKER at Allied Waste in Bellevue, Washington and a shop steward for Local 117 in Tukwila, in reference to recycling programs in his area. “Management told us themselves that there’s been a noticeable reduction in garbage because of how well we’ve been informing the public that recycling pays off.”

The trend is not just specific to the Seattle area. Across the United States, recycling is working. And because recycling works, thousands of Teamsters across the country are working as well.

That is the overall finding of The U.S. Recycling Economic Information (REI) Study, commissioned by the U.S. Environmental Protection Agency (EPA) and various states in cooperation with the National Recycling Coalition (NRC). According to the nationwide study, the recycling industry plays a vital role in boosting the U.S. economy through economic development and job creation.



The formation of the new Solid Waste, Recycling and Related Industries Division at the Teamsters allows for a greater focus on these and many other goals, priorities and concerns of workers in all waste-related industries.

Bob Morales, Secretary-Treasurer of Local 350 in Daly City, California, was appointed by General President Jim Hoffa to be the new Waste Division Director. Morales brings to the position years of expertise in organizing and bargaining contracts for Teamster members in sanitation and recycling. Morales is also a big believer in recycling and its economic and environmental upsides.

"Recycling is not only great for the environment, but it creates a wealth of new jobs because you have to hire additional people to sort and separate the waste," Morales said. "These are jobs that are pretty clearly created exclusively by recycling."

Important Industry

Ron Herrera, Secretary-Treasurer of Local 396 in Covina, California, and Terry Hancock, President of Local 731 in Burr Ridge, Illinois, join Morales as division leaders. Herrera was appointed Division Coordinator for the West while Hancock was named Division Coordinator for the Central region.

"I am confident that this team brings together the seriousness of purpose, long experience in bargaining, organizing and strong leadership skills necessary to launch new growth and initiatives in this important Teamster industry," Hoffa said.

The Teamsters Union currently represents 30,000 members in solid waste alone, and the top two companies, Waste Management and Allied Waste, are among the largest Teamster employers. Morales will lead the fight to bring strong Teamster representation to the more than 150,000 sanitation workers who are not organized, as the trend to privatize the industry continues.

"Our mission is to make sure we organize all of the unorganized companies across the nation," Morales said. "We plan to work to coordinate collective bargaining agreements with common expiration dates with multiple companies across the nation so we'll have more bargaining power. Jobs in this industry are very secure because they cannot really be outsourced, so this will make us grow. It's really just a matter of time."

Economic Impact

According to the NRC, recycling creates 1.1 million jobs, generates \$37 billion in payrolls and produces \$236 billion in gross sales annually.

Recycling leads to the creation of new businesses to transport, sort and broker recovered materials. These jobs include chemists, dispatchers, material sorters, process engineers, sales representatives, brokers and truck drivers. Many of these positions are created in inner-city areas—where job creation is crucial—and typically pay higher than the average national wage.

The REI study also showed that recycling indirectly impacts 1.4 million additional workers, such as those employed at office supply companies and accounting firms, which are supported and supplied

by the recycling industry. These jobs were found to generate \$52 billion in payroll and \$173 billion in receipts. Recycling also adds value to materials, which can then be resold for a profit.

"Companies have already figured out recycling is big business and are making enormous collection and sales profits from the industry," Morales said.

Since 80 percent of recycling profits go to federal and state governments, recycling also hugely benefits communities financially.

Hard Work

However, the individuals who work in the waste industry know it takes an enormous amount of time and effort to produce the gains recycling affords.

Workers at the TRI-CED recycling warehouse in Union City, California have been members of Local 70 in Oakland for approximately four years. The company collects 1,100 tons of recyclables from more than 60,000 homes in Union City and Hayward each month.

This is not an uncommon experience for industry workers across the nation.

"At every stop, we lift bundles that weigh a maximum of 65 pounds and maneuver 90 gallon totes that weigh up to 250 pounds, so there's a lot of physical stress involved daily in this job," Wray said. "You make one wrong move and there goes your back."

Environmental Impact

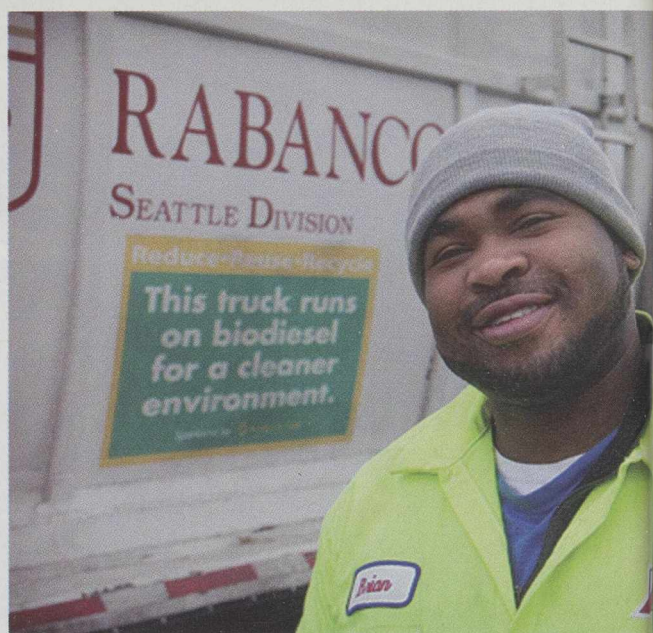
Recycling is one of the most important environmental successes of the past century. According to the experts, recycling:

- Reduces air and water pollutants;
- Conserves natural resources, such as coal, iron ore, limestone, minerals, timber and water;
- Reduces the need for mining and logging;
- Prevents soil erosion; and
- Prevents habitat destruction.

Recycling also conserves landfill and incinerator space by reducing the need for it. In conjunction with composting, recycling redirected almost 70 million tons of material from incinerators and landfills in 2000. This was up from 34 million tons in 1990—a 36 million ton increase, doubling in only 10 years.

"These programs are really important," said Larry Daugherty, a business agent for Local 350 in Daly City, California. "Whatever can be pulled out and recycled is good because it benefits the environment and, ultimately, we're going to run out of landfill space. So, we need to try to reuse materials any way we can."

Recycling saves energy as well. In 2000, recycling produced an energy savings equal to the amount of energy used in 6 million homes. By saving such a significant amount of energy, recycling also reduces our dependence on foreign oil.



Risky Business

Jobs in the industry can also be very unsafe. The fatality rates for sanitation workers during some years have been as much as 10 times higher than the overall national job fatality rate. In fact, waste collectors held one of the most dangerous jobs in the country from 1992 to 1997, according to the NRC.

"These workers are out driving in all types of weather, getting in and out of their trucks, dealing with traffic and other hazards," said Wil Rance, a business agent in charge of the recycling branch at Local 117. "It's a dangerous job."

Waste companies also frequently pay workers by how much waste they collect as opposed to how many hours they work, which often results in them increasing their rate of work to an unsafe level. Accidents and injuries commonly follow, many of which are serious enough to permanently remove these workers from the work force.

"The only way you are guaranteed to have a decent working environment—inside or out of a facility—is if you have a union contract," Hererra said, Deputy Director of the Solid Waste, Recycling and Related Industries Division. "The Teamsters help workers ensure they are working in sanitary and safe facilities, provided with protective clothing, paid well and allowed to take breaks. We want to raise the standards for safety and compensation and provide job security to whistle blowers who report violations. The only way for workers to have all of this is to be unionized."

Union Advantage

Workers at Norcal Waste Systems in San Francisco already enjoy the benefits that come with being Teamster members, including superior work environment.

"It is definitely a state of the art facility—especially in comparison to many nonunion facilities I've seen," said Larry Daugherty, a business agent for Local 350. "It is fully automated. The materials are presorted by machinery and it all goes up on belts, which makes it much safer because the workers can see everything that



agement costs and fosters the local economy.

With both private citizens and businesses jumping on the recycling bandwagon in increasing numbers, the industry is rapidly expanding. According to the EPA, more than a quarter of all municipal solid waste produced in the United States is recycled and the quantity of material that is collected for recycling continues to grow. Almost 9,000 counties and cities currently

operate programs for curbside recycling collection—a nine-fold increase in just a single decade.

“A lot of communities are just beginning or expanding their recycling programs,” Hererra said.

An Exciting Future

“It’s really taking off fast,” Morales said. “Garbage jobs are quickly turning into recycling jobs and electronic recycling is becoming a bigger part of the industry, which is going to make it even larger than it is today. States and cities across the country want to increase their recycling goals. Currently, California is the number one state in the country for recycling and San Francisco is up to 72 percent recycling with a mission to go higher and higher. It’s a big deal here in California—a state that is often ahead of the game—and other states will continue to follow suit.”

The recycling industry is not only growing in size, but it is also expanding in terms of the types of materials it encompasses.

“We’re already seeing things that used to be thrown in garbage cans being recycled,” Morales said. “For example, paint is being recycled to where you can use it over and over and, in the state of California, it is against the law to throw away batteries—they must be put in containers and recycled. They’re now also converting recycling into power. It’s a key industry and a lot of exciting things are going to happen.”

goes up instead of just reaching blindly into a pile.”

Teamster members working in the industry in Seattle have also witnessed improvements that have greatly enhanced their work lives.

“In the state of Washington, companies can work employees up to 14 hours per day,” Wray said. “Luckily, with our collective bargaining agreement, we have an article in our contract that says the company can work us the occasional 10 hours but anything after that must be put in writing. So, we know we can’t be over-used—and this is important because you feel the effects of 10-hour days, especially if they’re compounded over a week.”

Silencing the Critics

One of the biggest drawbacks of recycling, according to critics, is the expense. However, properly run recycling programs actually cost less to operate than incineration, landfilling and waste collection.

Many options are made available to communities in order to make their recycling programs more cost effective, including “pay as you throw” programs, maximizing recycling rates and adding incentives to waste management contracts that encourage disposal companies to recycle more and throw away less.

The more people recycle, the cheaper it gets. When a community reduces its waste stream, it also reduces its solid waste man-

Serving Up A Victory

Pennsylvania Food Service Workers Vote Teamsters

Sharon Burrell has been a food service worker at Wissahickon High School in Ambler, Pennsylvania for 16 years. For just as long, she has wished to be part of a union. Burrell and her coworkers' wish came true recently when they voted 27-4 to join Norristown, Pennsylvania-based Local 384.

make up the Wissahickon School District. The workers are employed by Chartwells, a division of the food service giant Compass Group, which is contracted out by the district.

"We welcome these workers to the Teamsters and we are looking forward to negotiating a great contract

form the same job duties as the Chartwells workers at the Wissahickon School District, but make between \$4 and \$5 more per hour. Negotiations will begin soon to achieve a contract with improvements, including better wages, for the new Teamsters working at Wissahickon.

"These are hardwork-

This victory follows a string of victories for Local 384. Keller recently negotiated a contract for the food service employees of the Perkiomen Valley School District, which took effect during the current school year. The four-year contract provides an average of 20 percent in across-the-board raises the first year, with 35 percent in raises over the life of the agreement. By the end of the contract, some workers will be making close to \$20 per hour.

Promising Future

In addition to this victory, Local 384 is currently organizing 160 school bus workers at Student Transportation of America (STA) and more than 400 school bus workers and custodial maintenance employees at Berks County Intermediate Unit. And they are organizing an additional 600 transportation, custodial maintenance and food service employees with the North Penn School District. Elections are expected at all of these locations by the end of spring.

Burrell already feels better about the future and about gaining the respect and wages she and her coworkers deserve.

"Now we can look forward to addressing the pay and benefits issues," Burrell said. "Now that we are Teamsters."



"We're glad we made the move, got together and voted for a union," Burrell said. "We're all excited that we are now Teamsters."

The 40 food service employees work in the kitchens of the six elementary, middle and high schools that

for them," said Robert Keller, President of Local 384.

Union Wages

Local 384 already has a strong contract with Chartwells at their Pottsgrove, Pennsylvania location. The Teamsters at Pottsgrove per-

ing people. They are always moving," said Bobby Gaines, Vice President of Local 384. "They love the kids and love feeding them, but the pay is barely above minimum wage and the benefits are not there. They can only move up from where they are now."

LOCAL 890

River Ranch Fresh Foods

Salad processing workers at River Ranch Fresh Foods in Salinas and El Centro, California recently obtained card-check authorization designating Local 890 in Salinas as their representative. The local obtained authorization signatures from 75 percent of the 72 workers in the unit.

The card check agreement impacts forklift operators in the receiving, cooling and production departments—positions that were excluded from the previous contract secured in 1993.

"The company has recently announced an increase in the money workers will have to pay for insurance as well as major wage cuts," said Fritz Conle, a representative for Local 890. "They could only do that with nonunion employees though. This made it clear to the forklift operators that they could do a lot better if they were in the union and had a signed contract."

More than 800 members of Local 890 employed at River Ranch Fresh Foods are already represented by the Teamsters. Local 890 currently represents more than 5,000 workers employed in the salad processing industry.

LOCAL 638

Hilton, Inc.

PBX telephone operators at Hilton, Inc. in Minneapolis recently joined Local 638 and are awaiting ratification of a new contract.

The pending contract offers an employer-paid

health care plan and wage increases ranging from 3.5 to 10 percent. The contract would take effect immediately and would not expire until 2011.

The Teamsters currently represent front desk workers, door bellmen, storeroom clerks and property operations workers at Hilton, Inc., in addition to the approximately 10 new Teamster PBX operators.

"Everybody else around them was in the union—they were practically the only ones who were not," said Trevor Lawrence, a business agent for Local 638. "They saw that their job benefits were not as good as the workers' who were in the union."

LOCAL 25

Praxair

Praxair drivers in Waltham, Massachusetts, recently voted to join Local 25 in Boston.

The 21 workers voted by an overwhelming majority, 18-3, to join the union. Sean O'Brien, President of Local 25, said the workers were simply seeking fairness.

"There were a lot of issues here," O'Brien said. "Favoritism was rampant and these guys wanted to get rid of it. They need better pay and vacation time as well. These workers saw what Praxair people working under a Teamster contract are getting elsewhere and realized how much better things can be with the union."

The workers deliver oxygen tanks, primarily to homes and nursing homes.

LOCAL 245

Missouri State University

Safety and security officers and dispatchers at Missouri State University recently voted 18-4 to join Local 245 in Springfield. The bargaining unit consists of 23 workers.

The main issues that drove the workers to form a union were a lack of respect on the job and unfair treatment from management.

"This victory gives the officers and dispatchers a unified voice," said Jim Kabell, Secretary-Treasurer of Local 245. "As 23 individuals, they had no voice. The vote showed that they were overwhelmingly in favor of becoming Teamster members. That represented their first demonstration of strength. Now, together, the officers and dispatchers have a real opportunity to vastly improve their working conditions."

The officers and dispatchers represent the first public safety group to join Local 245.

LOCAL 754

Dean's Foods

Truck drivers at Dean's Foods in Franklin Park, Illinois, recently voted 18-1 in favor of joining Local 754 in Elmhurst, Illinois.

"The drivers approached the Teamsters to gain better wages and fair working conditions," said Ben Rodriguez, an organizer for Joint Council 25. "They were working 70 to 80 hours a week for very little pay and decided they deserved more for themselves and their families."

The workers deliver milk

to stores all over the Chicagoland area, including Walgreens, Jewel and Dominick's.

"Joint Council 25 and Local 754 worked hard to organize this group into a cohesive unit that withstood a very aggressive anti-union campaign," said Mike DiGrazia, Joint Council 25's Organizing Director. "With the vote, the drivers sent a strong message to their employer that will carry over in contract negotiations."

LOCAL 959

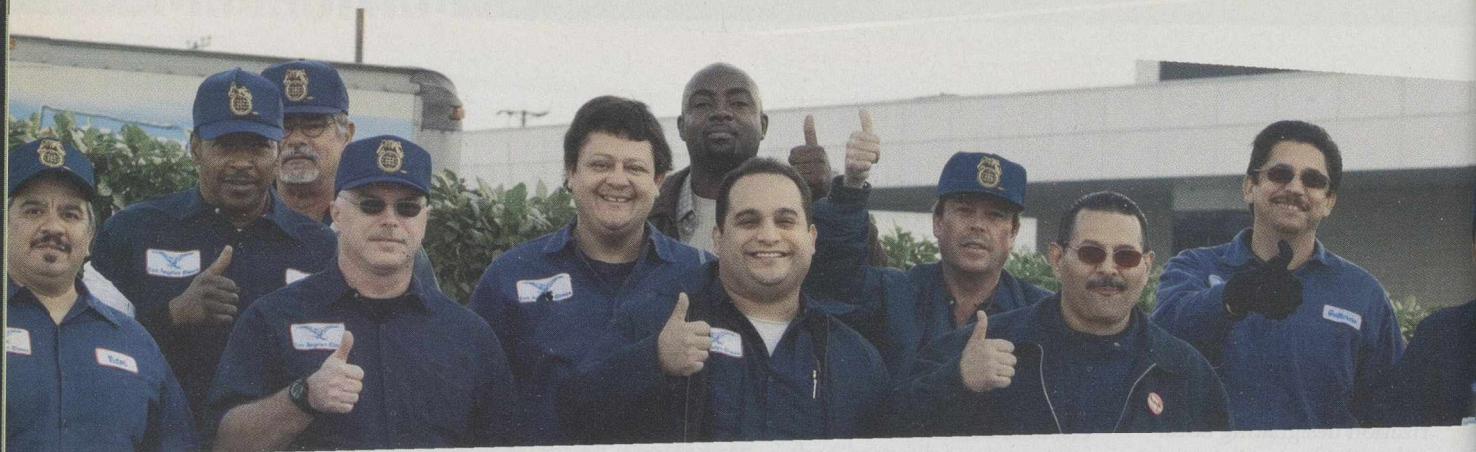
Wasilla, Alaska Police Department

Officers with the Wasilla, Alaska Police Department recently voted to affiliate with the Teamsters. Approximately 50 officers work for the department.

Derek Musto, an organizer with Local 959 in Anchorage, said he learned that the officers were seeking strong union representation. Musto then reached out to Jesse Case, coordinator of the Teamsters Law Enforcement League (TLEL), who helped in the organizing efforts by enlisting the help of TLEL Organizer Calvin Hullet.

"The Wasilla officers wanted the best union to represent them, so they turned to the Teamsters," Musto said. "The officers have no grievance procedure or arbitration rights, and they have been fighting for basic necessities for years."

"This victory opens the door to law enforcement organizing in Alaska," Case said. "Word of the Teamsters Law Enforcement League's success is spreading."



PAPER CHASE

300 LOS ANGELES TIMES PRESS OPERATORS JOIN THE TEAMSTERS

When the Graphic Communications International Union merged with the Teamsters in 2005, members hoped the result would be growth and prosperity for both unions. In January, 300 press operators at the *Los Angeles Times* voted for Teamster representation and proved that the Teamsters and the Graphic Communications Conference are indeed stronger together.

The *Los Angeles Times*, now owned by the Tribune Corporation out of Chicago, is the leading newspaper in Southern California. A hugely successful paper, it prints in two separate plants: one near downtown Los Angeles and the other in Orange County.

Press room employees work in both printing plants. For years prior to the Tribune takeover, the Chandler family of Los Angeles had run the paper. Union activists in the printing plants had tried several times over the years to bring in union representation, but the Chandler family was successful in squashing any call for unionization among its workforce. That is, until the Graphic Communications Conference merged with the Teamsters.

"The gloves were off once our members made the move to merge with the Teamsters," said Marty Keegan, an organizer for the GCC. "I know that the power of America's strongest labor union helped the *LA Times* workers feel that this time, they could win a representation election. And they did!

"Since the merger with the Teamsters we have taken on larger and larger employers," Keegan said. "Quebecor is, of course, our largest national campaign, but we are also active in contract

projects at Cenveo, Greystone Graphics and others. I believe our Teamster merger has truly inspired our organizers and potential members to shoot higher."

"The main reason we wanted to be Teamsters is the deterioration of our jobs," said Dave Rascon, a 17-year press room employee. "We were paying more and more for health care and I saw no reason for it, considering how profitable the paper is. We should share in some of the profits they make.

"Management told us that if we voted for the GCC/Teamsters we would eventually end up with less than we have," Rascon said. "They told us that the threat of strikes is always there. But now, after our vote, we feel great. It's been 40 years since we had a union here."

Protecting Careers

"I voted for the GCC/Teamsters because we want to maintain reasonable benefits and slow down staffing cuts," said Ronnie Pineda, an employee for the past 29 years, 11 of which he has spent in the *Los Angeles Times* press room. "We used to have 700 pressmen and now we have about 300. This is all since the Tribune took over in 2002.

"I started off working in our Northridge, California shop, and when that closed I was transferred down to Orange County. This made organizing at that plant much easier. Prior to my being transferred, Orange County was hard to penetrate from a union standpoint. The company used to think of that plant as their stronghold for 'no' votes," Pineda said.



"I believe our Teamster merger has truly inspired our organizers and potential members to shoot higher."

— MARTY KEEGAN, GCC/TEAMSTERS ORGANIZER

"Part of why I kept motivated about this campaign was talking with other recent GCC/Teamster members," Pineda said. "Todd Lauderdale, a new GCC/Teamster member at the Quebecor World Color plant in Fernley, Nevada, gave me good insight into what management would tell us. We persevered and won the election. Our next step is to bargain a contract."

"We knew we weren't getting a fair deal with the Tribune Company," said Dan Berumen, an employee for the past 23 years. "The Tribune Company came out with a business plan last year where they would cut \$200 million. We were afraid they would hire part-timers."

"Once the Tribune found out we were looking at Teamster representation, they told us all kinds of things," Berumen said. "They said a union contract would mean we would get paid half of what we do now, they said the union just wants our dues money and managers said that even having a union wouldn't stop them from doing what they wanted with the employees."

Tipping Point

During the process of union organizing, management at the *Los Angeles Times* held numerous captive audience meetings. What they didn't expect was the reaction from employees.

"I think what turned the tide in our plant was when management held a captive audience meeting and deliberately kept union activists out of the meeting," Berumen said. "A lot of people were shocked by it. It was a tipping point in the campaign."

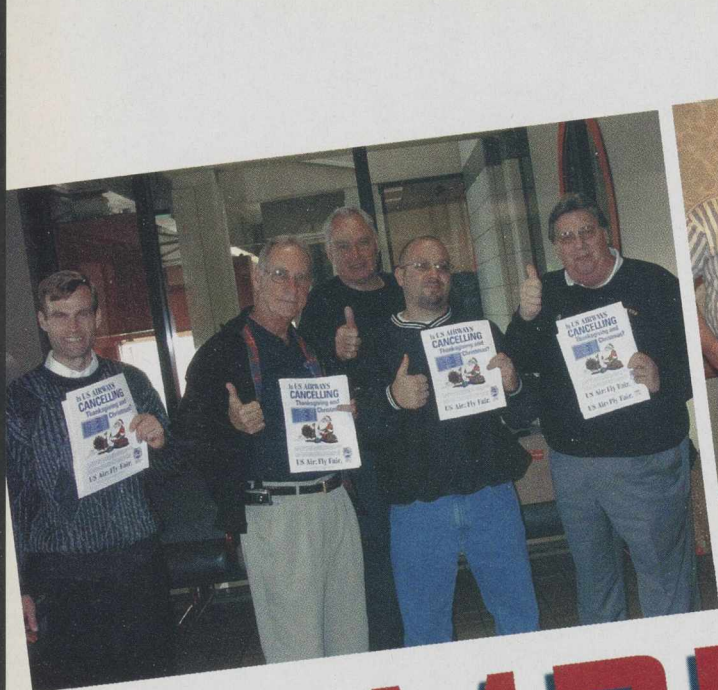
"No one felt safe any longer," Pineda said. "Management tried to persecute people that they thought were going to vote for the union. But I told the workers that this was part of management's anti-union campaign and that when it was all over, they would see that what management said was false. Now, since our union vote, the managers are looking very solemn."

"Without a doubt, voting for the Teamsters was the right move," Berumen said.

"This vote was an important step for the press operators at the *Los Angeles Times*," said Jim Hoffa, Teamsters General President. "With all of the uncertainty over the *LA Times*' ownership over the past several months, our ability to bargain strong contracts gives these new members strength in the workplace. And we are carefully watching the bidding process going on now for this great newspaper. We intend to protect our new members and hope that other employees at the paper will want to be organized next."

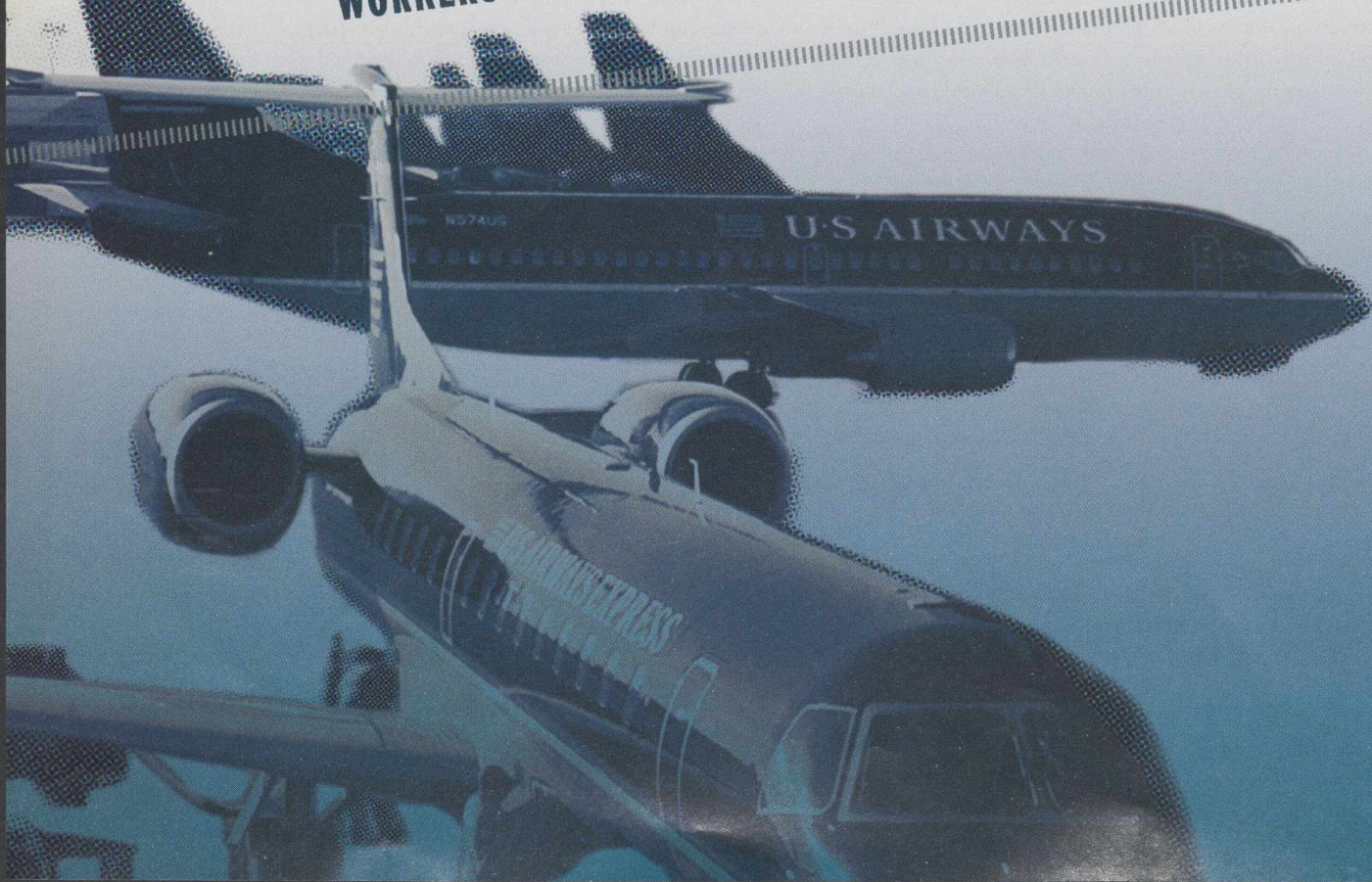
"Now these workers have the strength of the International Brotherhood of Teamsters behind them," said George Tedeschi, President of the Teamsters Graphic Communications Conference and International Vice President. "This vote is also an important step for the union since this gives us membership density in another major city."

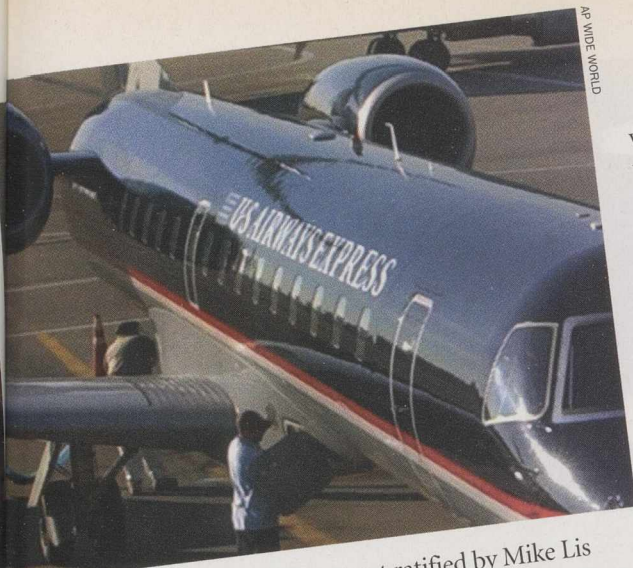
In addition to press operators at the *Los Angeles Times*, the GCC/Teamsters represent press operators in Long Island, New York at the *Newsday* newspaper. *Newsday* has a circulation of more than 425,000 while the *Los Angeles Times* average circulation is more than 850,000.



RAMPING UP

WORKERS AT US AIRWAYS SUBSIDIARY RATIFY STRONG CONTRACT





After just a few weeks, the contract ratified by Mike Lis and his coworkers at PSA Airlines, Inc. has made a major impact in his life. "My salary has almost doubled," said Lis, six-year ramp agent with the US Airways subsidiary and member of Local 926 in Pittsburgh. "Before this contract I was taking home \$700 for two weeks' pay. With this contract I'm bringing home \$1,300, \$1,400, not including what I put into my 401(k)."

For Lis and his coworkers in Pittsburgh, securing a contract that ensured such significant wage increases and capped health insurance costs was far from easy. Bargaining stretched to more than four years, as Dayton, Ohio-based PSA could not bargain as US Airways endured two bankruptcy filings, and at other times PSA management imple-

mented delaying tactics while negotiating with its workers. Yet Lis and approximately 480 fellow gate and ramp agents represented by Local 926 and Local 783 in Louisville

fought and secured a new contract in December. Endorsed by 95 percent of voters, the agreement caps health care costs and secures significant wage increases, such as improved overtime pay rates, annual bonuses and up-to-23-percent wage increases, or approximately \$1.60 to \$3 per hour, in the contract's first year.

"It's made a big difference," said Lis, who typically works several hours of overtime per week. "This is also a stepping stone we can work from for the next contract. It's a good contract."

Loyal Members

"Our members are loyal to their airline and vital to its operations," said Charlie Byrnes, Secretary-Treasurer of Local 926 in Pittsburgh. "Now that US Airways is once again making millions, we knew PSA employees deserved a contract that was in line with industry standards."

"This is a case of saving jobs and saving people's livelihoods," said Jim Hoffa, Teamsters General President. "Together, the jobs were saved and, in turn, will make their company stronger. Local 926 and the Airline Division forced the company to examine the situation these workers were in."

The new agreement provides weighty wage increases in the contract's first year, caps health care premium increases with an 80/20 airline/employee split. Also secured are premium pay for holidays and full seniority for part-time

workers, shift scheduling protections, stronger grievance procedure language and annual \$50,000 bonuses to be shared among the employees.

Local 783 in Louisville and the Teamsters Airline Division participated in the negotiations and leafleting for the workers who are based in Pittsburgh; Louisville; Dayton, Ohio; Asheville, North Carolina; and Johnson City, Tennessee. Several Pittsburgh-area churches pledged support to the PSA workers and their families while their parent company weathered rocky financial times.

Improving Lives

"I think it is a good contract, it gives us more money," said Brian Mathis, a six-and-a-half-year ramp agent in Pittsburgh. "Most people seem pretty pleased."

"The improved earning power of this contract means significant improvements for the lives of workers and their families," Byrnes said. "We're delighted that this agreement will significantly improve members' take-home pay and benefits."

"For the money portion of the contract, we were able to negotiate to get us into the upper middle portion of the airline express industry," said Chip Chapala, a seven-year ramp agent and chief shop steward. "The health insurance was a big issue, as well. With the wage increases we can make some of the money back without forking it over for health insurance."

Chapala also noted improved employee morale since the contract's ratification.

"There were some pretty low times but Charlie Byrnes held us together and pushed us while the company was in bankruptcy," Chapala said. "I think a lot of people are very proud of how he handled himself and got the contract he did. He made sure all the steps were in place for our next contract, too."

Improved wages were important for the vast majority of workers, including six-year ramp agent Cynthia Winston. "To make a decent living before the contract, you had to put in a lot of hours," said Winston, one of several single parents working at the airline. "I never worked 40 hours, I probably worked between 60 and 70 a week on average to make ends meet."

"I would like to use this job as my career," Winston said. "I could not work for our company without our union."

A Big Help

For Nikki Dye, a single mother raising four kids, the strengthened wages were the most important aspect of the new contract. "This contract is a big help," said Dye, another six-year ramp agent. "I'm pleased that our insurance is capped and I'm really pleased with the pay increase, it is helping me a lot."

Dye is optimistic that the higher wages will mean that she will be able to quit her second job later in the year. "That would be nice, so I could be home for my kids, and be a parent that works one job," Dye said. "It's a possibility that I will drop down to one job. We'll see how everything goes."

HANDLE WITH

José Mata Sr., a 28-year Teamster driver, is filled with pride whenever he talks about his son, José Jr. Like his father, 24-year-old Mata Jr. was a Teamster driver, until called to serve his country in Iraq. He is now a gunner protecting convoys in Fallujah as part of his third deployment to the war-torn country.

"I'm proud of my son and I'm proud to be a Teamster," Mata Sr. said. "I am very thankful for what the Teamsters have given us the opportunity to do."

Mata Sr. is a member of Local 63 in Covina, California, which recently made the holidays brighter for a company of soldiers serving in Iraq. The membership voted unanimously to forgo their holiday party, instead spending the money and time on putting together holiday care packages for the troops. Packages were sent to the 209th Artillery Support Battalion stationed in Fallujah, where Mata Jr. is now serving.

"Our members helped the victims of Hurricane Katrina last year and we wanted to help again this year by doing something special for the soldiers," said Randy Cammack, Secretary-Treasurer of Local 63. "One of the



WITH CARE

LOCAL 63 MEMBERS SEND CARE PACKAGES TO IRAQ

best feelings I've had in my job—and I'm going on 40 years—was to watch the family members and everyone get involved."

Mata Sr., along with more than 100 fellow Local 63 members, put together nearly 300 care packages for the troops, containing items like coffee, trail mix, binoculars, flashlights, socks and disposable cameras. More than 30 local and national businesses and organizations—from Kraft Foods to United Labor Bank—contributed goods. The International Union, Joint Council 42 and Locals 14, 36, 166, 186, 381, 396, 399, 481, 495, 572, 601, 848, 952 and 986 also provided donations. Soldiers received numerous Teamster items—like the 200 pocket watches donated by Local 495 in Pico Rivera, California and the 200 shirts donated by

Local 572 in Carson, California.

"We sent out a notice seeking goods for the care packages and the response from the locals was unbelievable. They all jumped in to help," Cammack said.

Showing Appreciation

In addition to necessities, the soldiers also received Christmas cards made by local elementary school children.

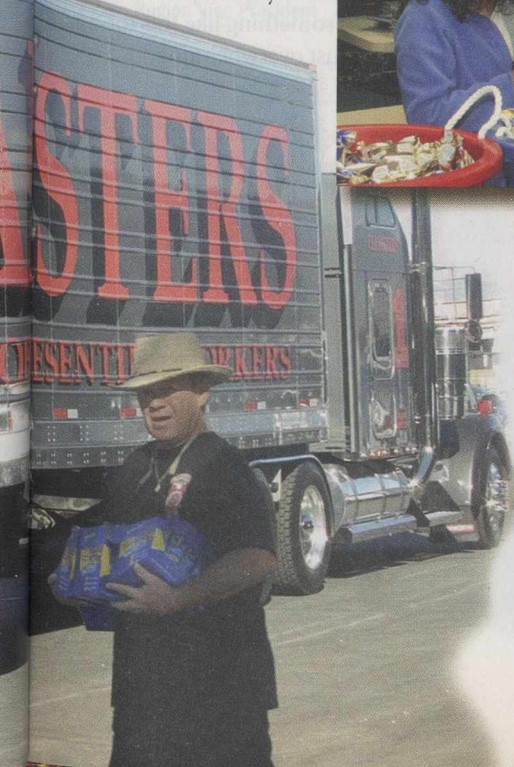
"I couldn't even read all the cards with the messages from the kids or I would

have been bawling. They were very touching," said Helen Williams, a member of Local 63 who helped put the finishing touches on the care packages. Williams works in the customer service department at Roadway Express in Bloomington, California. Her department also individually signed 279 cards to the troops.

"It was the least we could do," Williams said. "For what they're doing over there for us, there is nothing we could do to match it. We cannot pay back what they are giving to us."

José Hernandez got involved because he knows what it's like to sacrifice for his country. The 36-year Teamster served in the military from 1966 to 1969, and spent a year of that time in Vietnam as a combat paratrooper with the 101st Airborne division. He became a Teamster right after returning from the war.

"It was a beautiful feeling to do something for my brothers that no one did for me when I was serving. It felt good to be



TEAMSTERS REACH OUT

While Teamsters everywhere are taking an active role in reaching out to our troops overseas, one Joint Council and one local serve as prime examples of the contributions that Teamsters are making.

Connecting with the Troops

Every other month, members of Joint Council 25 in Chicago go to work putting together some very special packages. The packages are filled with snack food, candy and necessities, and are enjoyed by Teamsters (or their family members) serving in Iraq and Afghanistan.

"We put together the care packages because we believe it's important to show our appreciation for the hardworking men and women serving our country overseas," said John T. Coli, President of Joint Council 25 and International Vice President.

Joint Council 25 began the care package program in 2005. In the last year alone, the Joint Council has sent more than 125 care

packages. The funds come from a charity account set up by the Joint Council, with nearly \$100 spent on each package.

Recently, phone cards have become a popular addition to the care packages.

"We have had several calls and letters from soldiers telling us how much the care packages have meant to them," Coli said. "This is really great because it gives us the chance to personally say 'thank you' for their service to our country."

Special Delivery

Frank Gorman works for DHL in Stoneham, Massachusetts and has been a member of Local 25 in Boston for almost 20 years. Staff Sergeant Gorman is now serving with the 1060th Transportation Company outside of Baghdad. He and his fellow soldiers proudly display Teamster stickers on their trucks, thanks to a special delivery from Local 25.

"The stickers to me represent the same values as the military—honor, unity, loyalty,

camaraderie and dedication," said Gorman, who has been in Iraq since September 2006.

"We are happy to have proud Teamsters serving our country," said Sean O'Brien, President of Local 25. "We are honored that they are representing the Teamsters by having our stickers on their trucks. Sending Teamster items was our way of connecting with our troops from Massachusetts and letting them know we appreciate all they do for us."

"I love both of my jobs—serving my country in the United States Army and being a member of Local 25," Gorman said. "I would like to thank the Teamsters for being so supportive and taking care of my family's health coverage. Local 25 assured me that anything my family needed, they would make happen. Knowing my family is taken care of back at home is a vital part of keeping my mind focused on the dangerous missions we conduct in Iraq."

able to do something for them to show them that we are always thinking about them," Hernandez said.

Families Helping Families

Rachael and Israel Devora wanted the troops to know that they were being thought of, so they got involved as a family, bringing along their three children.

"We thought this Christmas we would share the real meaning of Christmas by helping others so that the kids could see that giving is more important than receiving," said Rachael Devora, an eight-year Teamster with UPS. Devora and her husband, an 11-year Teamster, worked the assembly line, packaging and carrying boxes, while their five-year-old daughter put return labels on the packages that read, "From: Teamsters."

Teamsters like the Devoras and their children worked

hard to put together and load the packages, which cost almost \$9,000 to deliver to Iraq. Remaining items were distributed locally to the families of those serving in Iraq and Afghanistan.

Mata Sr. is thankful for the help and contributions that will go to his son and the other troops in his unit.

During the packaging of the goods,

Mata Jr. called from Iraq to say "thank you" to his father, Cammack and all of the members who donated their time.

"I felt so proud when he called," Mata Sr. said. "It's very emotional to have a son in Iraq, in harm's way. It's touching to see my fellow Teamsters give up their time and money to do something like this for our soldiers. It's just overwhelming."



Election Supervisor's Report to IBT Members on the Certified Results of the 2006 International Officer Election

ON JANUARY 8, 2007, the Election Supervisor certified the results for all IBT International officer positions. The following members of the International are its duly elected officers:

OFFICE	NAME
General President	James P. Hoffa
General Secretary-Treasurer	C. Thomas Keegel
IBT At-Large Vice President	Ken Hall
	Carroll Haynes
	George Tedeschi
	Fred Simpson
	Randy Cammack
	Fredrick Potter
	Fred Gegare
Eastern Region Vice President	John Murphy
	Jack Cipriani
	Dan Kane Sr.
	Frank Gillen
Central Region Vice President	Cheryl Johnson
	Patrick Flynn
	Walter A. Lytle
	Gordon Sweeton
	John T. Coli
Western Region Vice President	Jim Santangelo
	Chuck Mack
	Al Hobart
Southern Region Vice President	Kenneth W. Wood
	Tyson Johnson
Teamsters Canada	
IBT Vice President	Robert Bouvier
	Tom Fraser
	Don McGill
International Trustee	Henry Perry
	Franklin Gallegos
	Ferline Buie

The candidates for Western Region Vice President and Teamsters Canada IBT Vice President were declared duly elected to office on June 30, 2006, the last day of the 27th IBT International Convention, because the number of candidates nominated for those offices was the same as the number of positions to be elected. All other offices were contested and the candidates were put to a referendum vote of the IBT rank-and-file membership.

1,533,463 ballot packages were mailed to individuals listed on the IBT's membership mailing list as of October 6, 2006. The Office of the Election Supervisor mailed 9,774 ballot packages in response to requests from members who did not receive a ballot or who desired a replacement. Of 74,264 original ballot packages returned as undeliverable, OES obtained new address information and remailed more than 29,000 packages.

The ballot count started at the Alexandria, Virginia count site on Tuesday, November 14 and concluded on Saturday, November 18, 2006. Candidate observers were present for all phases of the count. Teamster members returned 294,423 mail ballots by the deadline for the start of the ballot count (275,500 from United States members; 18,923 ballots from Canadian members). 272,820 ballots were counted in whole or in part (challenged and void ballots were not counted). There was no need to resolve any of the challenged ballots because the margin of victory exceeded the number of challenged ballots for each of the election contests, and the final tally was announced on November 18, 2006. No post election protests were filed and, as of January 8, 2007, neither of the two pre-election protests that remained required any delay or refusal to certify the election results. The protests open as of that date have been resolved.

The Office of the Election Supervisor Washington, D.C. office will be closed as of February 21, 2007. Inquiries after that date should be directed to the Election Supervisor at Orrick, Herrington & Sutcliffe, LLP, 666 Fifth Avenue, New York, NY 10103.

Richard W. Mark
Election Supervisor

	EAST	CENTRAL	SOUTH	WEST	CANADA	TOTALS	%
GENERAL PRESIDENT							
JAMES P. HOFFA	55,759	56,229	15,382	34,966	12,627	174,963	65.43
TOM LEEDHAM	24,235	35,890	11,442	16,912	3,965	92,444	34.57
GENERAL SECRETARY-TREASURER							
C. THOMAS KEEGEL	54,024	54,704	15,068	33,885	12,084	169,765	64.45
SANDY POPE	24,490	36,214	11,482	17,223	4,218	93,627	35.55
VICE-PRESIDENT AT LARGE							
KEN HALL	53,342	54,802	15,090	33,557	11,977	168,768	
CARROLL HAYNES	53,069	54,634	14,903	33,565	12,045	168,216	
GEORGE TEDESCHI	52,764	53,788	14,728	33,223	11,855	166,358	
FRED SIMPSON	52,276	54,166	14,921	33,090	11,862	166,315	
RANDY CAMMACK	52,152	53,802	14,766	33,185	11,818	165,723	
FREDRICK POTTER	51,640	53,405	14,612	32,745	11,773	164,175	
FRED GEGARE	51,696	53,311	14,592	32,686	11,720	164,005	
SCOTT WEBBER	23,379	34,630	11,085	16,099	3,821	89,014	
DAN SCOTT	23,371	34,547	11,070	16,161	3,860	89,009	
EUNICE RODRIGUEZ	22,777	33,997	10,879	16,294	3,814	87,761	
ED MICHAEL	22,682	33,979	10,892	15,709	3,660	86,922	
KEVIN MCNIFF	22,716	33,911	10,809	15,738	3,704	86,878	
CHRIS ROOS	22,397	33,646	10,796	15,645	3,669	86,153	
JOHN THYER	22,295	33,609	10,790	15,508	3,573	85,775	
DOTTY MALINSKY	3,555	2,974	768	2,114	890	10,301	
INTERNATIONAL TRUSTEE							
HENRY PERRY	55,833	57,004	15,839	35,256	12,909	176,841	
FRANKLIN GALLEGOS	54,505	55,494	15,321	35,057	12,446	172,823	
FERLINE BUIE	53,476	55,151	15,151	34,134	12,511	170,423	
DORIS CASH	25,369	37,169	11,688	17,822	4,469	96,517	
EASTERN REGION VICE PRESIDENT							
JOHN MURPHY	54,657						
JACK CIPRIANI	53,682						
DAN KANE SR.	53,549						
FRANK GILLEN	53,481						
DON DILEO	7,779						
DAN VIRTUE	7,669						
CENTRAL REGION VICE PRESIDENT							
CHERYL JOHNSON		55,429					
PATRICK FLYNN		54,573					
WALTER A. LYTTLE		53,814					
GORDON SWEETON		53,502					
JOHN T. COLI		53,431					
MARK HUCKLEBERRY		34,660					
BUTCH LEWIS		34,492					
RICHARD BERG		34,247					
TIM BUBAN		34,010					
DARWIN MOORE		33,888					
SOUTHERN REGION VICE PRESIDENT							
KENNETH W. WOOD			15,241				
TYSON JOHNSON			14,998				
TONI JACKSON			11,301				
T. C. BUNDRANT			10,858				
WESTERN REGION VICE PRESIDENT*							
JIM SANTANGELO							
CHUCK MACK							
AL HOBART							
CANADA REGION VICE PRESIDENT*							
ROBERT BOUVIER							
TOM FRASER							
DON MCGILL							

* The Western Region and Canada Region Vice Presidents were elected without opposition at the Convention.

GENERAL PRESIDENT REGION TOTALS

REGION	HOFFA	LEEDHAM	TOTAL VOTES	CHALLENGED	VOID
EASTERN	55,759	24,235	79,994	5196	938
CENTRAL	56,229	35,890	92,119	6190	551
SOUTHERN	15,382	11,442	26,824	1614	188
WESTERN	34,966	16,912	51,878	4470	568
CANADA	12,627	3,965	16,592	1768	249
TOTAL	174,963	92,444	267,407	19,238	2,494

GENERAL PRESIDENT EAST

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	1	EAST	41	75	15	1
IBT	8	EAST	339	88	5	3
IBT	11	EAST	227	65	44	4
IBT	22	EAST	50	73	7	0
IBT	25	EAST	1,795	761	188	17
IBT	29	EAST	145	86	6	0
IBT	30	EAST	437	226	55	7
IBT	35	EAST	52	15	7	0
IBT	42	EAST	141	47	18	0
IBT	49	EAST	86	10	13	0
IBT	59	EAST	159	118	17	2
IBT	61	EAST	103	257	10	3
IBT	67	EAST	23	13	3	0
IBT	71	EAST	249	668	46	6
IBT	72	EAST	309	187	8	13
IBT	77	EAST	195	84	20	1
IBT	82	EAST	148	183	50	4
IBT	95	EAST	75	45	4	2
IBT	96	EAST	59	29	3	2
IBT	97	EAST	629	262	42	23
IBT	101	EAST	51	10	1	0
IBT	102	EAST	79	71	32	0
IBT	107	EAST	659	255	89	1
IBT	110	EAST	250	113	20	3
IBT	111	EAST	513	71	26	5
IBT	115	EAST	353	191	24	1
IBT	118	EAST	715	212	57	2
IBT	122	EAST	205	18	13	2
IBT	125	EAST	120	89	10	2
IBT	126	EAST	24	1	2	0
IBT	127	EAST	213	31	8	0
IBT	145	EAST	94	21	13	0
IBT	169	EAST	134	53	11	1
IBT	170	EAST	775	551	55	14
IBT	171	EAST	114	150	7	1
IBT	175	EAST	783	103	8	2
IBT	177	EAST	1,182	684	54	15
IBT	182	EAST	269	81	19	0
IBT	191	EAST	254	92	28	1
IBT	202	EAST	788	49	46	0
IBT	205	EAST	370	88	18	1
IBT	210	EAST	767	175	112	9
IBT	211	EAST	200	32	14	1
IBT	229	EAST	313	268	21	0
IBT	237	EAST	2,453	974	52	27
IBT	249	EAST	698	381	72	30
IBT	250	EAST	225	124	30	5
IBT	251	EAST	917	476	127	7
IBT	259	EAST	123	31	4	1
IBT	261	EAST	136	46	11	1
IBT	264	EAST	574	396	41	9
IBT	272	EAST	294	129	37	5
IBT	282	EAST	692	52	38	8
IBT	294	EAST	595	171	59	4
IBT	295	EAST	1,261	67	45	13
IBT	311	EAST	89	35	6	1
IBT	312	EAST	152	59	14	4
IBT	317	EAST	567	220	35	1
IBT	322	EAST	101	69	23	2
IBT	326	EAST	269	107	25	2
IBT	331	EAST	205	48	21	2
IBT	338	EAST	74	9	4	0
IBT	340	EAST	577	211	94	5
IBT	341	EAST	55	26	14	0
IBT	355	EAST	808	342	60	9
IBT	375	EAST	228	150	0	0
IBT	379	EAST	257	110	37	4
IBT	384	EAST	467	304	31	4
IBT	391	EAST	1,554	791	82	15
IBT	397	EAST	170	85	16	0
IBT	401	EAST	221	70	0	1
IBT	404	EAST	182	169	20	1
IBT	408	EAST	61	66	15	1
IBT	418	EAST	22	13	8	0
IBT	429	EAST	591	329	31	5
IBT	443	EAST	309	94	41	6
IBT	445	EAST	375	60	36	2
IBT	449	EAST	320	271	31	4
IBT	453	EAST	87	24	5	0
IBT	456	EAST	193	425	89	9
IBT	463	EAST	530	116	34	1
IBT	469	EAST	489	47	55	4
IBT	470	EAST	241	69	26	2
IBT	478	EAST	58	22	8	0
IBT	491	EAST	234	40	24	2
IBT	493	EAST	231	88	21	2
IBT	500	EAST	396	44	15	3
IBT	502	EAST	48	10	0	0
IBT	505	EAST	148	48	7	84
IBT	509	EAST	410	286	38	4
IBT	522	EAST	428	28	14	2
IBT	529	EAST	85	44	0	0
IBT	538	EAST	102	54	0	0
IBT	550	EAST	260	27	12	6
IBT	553	EAST	134	39	22	4
IBT	559	EAST	94	109	18	1
IBT	560	EAST	519	174	71	3
IBT	570	EAST	144	37	16	3
IBT	584	EAST	151	38	26	1
IBT	585	EAST	137	30	10	4
IBT	592	EAST	119	34	2	1
IBT	597	EAST	89	131	23	0
IBT	623	EAST	471	129	34	6
IBT	628	EAST	362	56	18	4
IBT	633	EAST	834	286	34	7
IBT	636	EAST	144	62	7	3
IBT	639	EAST	749	436	63	7
IBT	641	EAST	415	189	28	0
IBT	653	EAST	281	306	27	7
IBT	669	EAST	109	60	8	1
IBT	671	EAST	412	155	40	1
IBT	676	EAST	628	172	50	3
IBT	677	EAST	230	172	39	1
IBT	687	EAST	206	42	6	0
IBT	693	EAST	140	33	21	1
IBT	697	EAST	90	29	5	0
IBT	701	EAST	531	70	41	5
IBT	707	EAST	541	168	58	5
IBT	730	EAST	240	14	10	1
IBT	764	EAST	128	68	6	2
IBT	771	EAST	220	354	40	1
IBT	773	EAST	516	347	62	4
IBT	776	EAST	738	861	98	10
IBT	802	EAST	151	64	20	1
IBT	803	EAST	29	27	4	0
IBT	804	EAST	826	1,189	33	12
IBT	805	EAST	100	185	15	4
IBT	807	EAST	303	53	27	4
IBT	808	EAST	160	53	10	11
IBT	810	EAST	275	53	27	3

GENERAL PRESIDENT EAST

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	812	EAST	644	107	121	3
IBT	813	EAST	263	187	41	8
IBT	814	EAST	148	81	41	2
IBT	817	EAST	76	29	23	2
IBT	822	EAST	218	53	55	2
IBT	830	EAST	891	170	58	4
IBT	831	EAST	939	84	11	8
IBT	832	EAST	17	6	1	0
IBT	837	EAST	67	15	6	1
IBT	851	EAST	396	19	25	7
IBT	854	EAST	124	68	25	3
IBT	858	EAST	111	19	2	0
IBT	863	EAST	387	188	40	2
IBT	877	EAST	60	51	1	1
IBT	888	EAST	16	5	1	1
IBT	901	EAST	258	36	12	0
IBT	917	EAST	213	38	19	7
IBT	922	EAST	62	12	4	1
IBT	926	EAST	427	120	34	4
IBT	929	EAST	181	31	16	4
IBT	945	EAST	81	58	5	2
IBT	966	EAST	88	23	13	6
IBT	992	EAST	147	167	19	1
IBT	1035	EAST	42	190	17	2
IBT	1100	EAST	26	19	5	1
IBT	1149	EAST	125	165	27	4
IBT	1150	EAST	669	440	32	8
IBT	1205	EAST	294	23	24	1
IBT	1414	EAST	198	33	8	2
GCC	B119	EAST	61	10	1	1
GCC	B138	EAST	0	0	13	0
GCC	B144	EAST	26	6	1	3
GCC	B17	EAST	26	9	13	0
GCC	B4	EAST	0	0	6	0
GCC	C1	EAST	20	3	19	0
GCC	C137	EAST	93	24	5	2
GCC	C188	EAST	7	2	1	0
GCC	C22	EAST	0	0	7	1
GCC	C27	EAST	3	2	35	0
GCC	C329	EAST	14	3	3	0
GCC	C330	EAST	4	0	0	0
GCC	C338	EAST	0	0	1	0
GCC	C360	EAST	4	1	0	0
GCC	C392	EAST	2	1	0	0
GCC	C4	EAST	76	11	3	5
GCC	C406	EAST	211	31	14	1
GCC	C443	EAST	0	0	1	0
GCC	C53	EAST	0	0	1	0
GCC	C538	EAST	4	5	0	1
GCC	C558	EAST	1	0	1	0
GCC	C670	EAST	10	1	4	1
GCC	C72	EAST	52	13	5	1
GCC	C732	EAST	17	1	1	0
GCC	C95	EAST	0	0	0	0
GCC	H1	EAST	0	0	21	4
GCC	H26	EAST	10	1	2	0
GCC	L1	EAST	98	24	80	106

GENERAL PRESIDENT CENTRAL

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	4	CENTRAL	84	30	18	0
IBT	6	CENTRAL	159	173	65	3
IBT	7	CENTRAL	164	218	19	1
IBT	20	CENTRAL	889	647	57	7
IBT	23	CENTRAL	11	7	7	0
IBT	24	CENTRAL	257	308	13	2
IBT	26	CENTRAL	305	181	40	4
IBT	40	CENTRAL	65	68	23	0
IBT	41	CENTRAL	1,228	1,035	107	3
IBT	43	CENTRAL	119	77	30	0
IBT	50	CENTRAL	165	97	40	4
IBT	51	CENTRAL	112	45	15	0
IBT	52	CENTRAL	180	47	7	1
IBT	75	CENTRAL	424	187	39	5

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
GCC	M14	EAST	185	53	4	BT
GCC	M24	EAST	37	13	5	BT
GCC	M241	EAST	0	0	14	BT
GCC	M259	EAST	28	5	25	BT
GCC	M261	EAST	6	8	9	BT
GCC	M264	EAST	3	1	0	BT
GCC	M271	EAST	0	0	0	BT
GCC	M284	EAST	4	5	7	BT
GCC	M285	EAST	43	8	20	BT
GCC	M493	EAST	8	2	0	BT
GCC	M503	EAST	28	9	6	BT
GCC	M51-23	EAST	43	1	3	BT
GCC	M582	EAST	9	3	2	BT
GCC	M600	EAST	56	17	11	BT
GCC	M612	EAST	41	10	4	BT
GCC	M74	EAST	11	2	0	BT
GCC	M898	EAST	27	6	0	BT
GCC	Members at Large	EAST	0	0	1	BT
GCC	N12	EAST	47	5	4	BT
GCC	N16	EAST	64	16	42	BT
GCC	N2	EAST	100	27	9	BT
GCC	N3	EAST	103	14	38	BT
GCC	N31	EAST	12	1	14	BT
GCC	N40	EAST	4	0	1	BT
GCC	N8	EAST	55	14	15	BT
GCC	N9	EAST	63	7	2	BT
GCC	S447	EAST	26	3	3	BT
GCC	S465	EAST	0	0	10	BT
GCC	S481	EAST	5	0	0	BT
GCC	S488	EAST	1	1	1	BT
GCC	S594	EAST	0	0	24	BT
GCC	S642	EAST	8	2	1	BT
GCC	S713	EAST	9	0	5	BT
GCC	S726	EAST	4	2	1	BT
GCC	S735	EAST	69	30	8	BT
GCC	S754	EAST	0	0	0	BT
GCC	SE1	EAST	25	1	22	BT
GCC	SE76	EAST	9	1	0	BT
BMWED	B&LE	EAST	7	4	0	BT
BMWED	CRSD	EAST	62	20	1	BT
BMWED	N E	EAST	101	23	2	BT
BMWED	PENN	EAST	403	172	22	BT
BLET	10	EAST	0	0	1	BT
BLET	30	EAST	201	91	67	BT
BLET	120	EAST	43	9	7	BT
BLET	300	EAST	122	41	34	BT
BLET	420	EAST	53	8	3	BT
BLET	475	EAST	0	0	7	BT
BLET	530	EAST	5	1	0	BT
BLET	555	EAST	52	18	5	BT
BLET	560	EAST	10	1	2	BT
BLET	670	EAST	20	4	3	BT
BLET	715	EAST	20	6	4	BT
BLET	770	EAST	0	0	7	BT
BLET	810	EAST	350	199	20	BT
BLET	850	EAST	5	3	0	BT

GENERAL PRESIDENT CENTRAL

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
BT	215	CENTRAL	548	167	20	6
BT	236	CENTRAL	49	67	5	2
BT	238	CENTRAL	958	549	91	1
BT	243	CENTRAL	327	612	48	2
BT	244	CENTRAL	38	25	10	0
BT	245	CENTRAL	390	271	29	0
BT	247	CENTRAL	300	132	34	3
BT	279	CENTRAL	96	24	9	1
BT	283	CENTRAL	128	46	4	2
BT	284	CENTRAL	277	233	36	2
BT	289	CENTRAL	100	34	5	1
BT	293	CENTRAL	151	105	4	1
BT	299	CENTRAL	894	599	130	6
BT	301	CENTRAL	267	94	76	10
BT	303	CENTRAL	43	29	1	0
BT	320	CENTRAL	985	624	18	0
BT	325	CENTRAL	195	208	16	3
BT	328	CENTRAL	171	92	8	2
BT	330	CENTRAL	212	61	45	3
BT	332	CENTRAL	278	248	71	4
BT	336	CENTRAL	44	24	6	1
BT	337	CENTRAL	661	236	107	7
BT	339	CENTRAL	94	63	20	2
BT	344	CENTRAL	780	678	34	2
BT	346	CENTRAL	250	161	46	0
BT	347	CENTRAL	82	26	4	1
BT	348	CENTRAL	271	110	14	1
BT	364	CENTRAL	331	260	24	4
BT	371	CENTRAL	192	256	27	5
BT	372	CENTRAL	82	61	12	5
BT	377	CENTRAL	363	339	89	4
BT	400	CENTRAL	71	43	10	2
BT	406	CENTRAL	569	522	60	1
BT	407	CENTRAL	570	1,098	33	4
BT	413	CENTRAL	473	585	108	1
BT	414	CENTRAL	506	235	47	5
BT	416	CENTRAL	73	28	8	0
BT	421	CENTRAL	333	77	24	0
BT	422	CENTRAL	26	4	2	0
BT	436	CENTRAL	298	211	9	1
BT	471	CENTRAL	115	67	2	2
BT	473	CENTRAL	152	96	5	1
BT	486	CENTRAL	283	172	21	4
BT	507	CENTRAL	448	257	41	2
BT	510	CENTRAL	56	30	2	0
BT	513	CENTRAL	89	25	10	0
BT	525	CENTRAL	167	79	13	3
BT	541	CENTRAL	248	78	35	3
BT	554	CENTRAL	776	298	34	1
BT	563	CENTRAL	132	138	9	3
BT	579	CENTRAL	103	57	5	0
BT	580	CENTRAL	180	169	13	1
BT	600	CENTRAL	624	602	39	4
BT	604	CENTRAL	7	252	29	1
BT	610	CENTRAL	117	109	38	1
BT	614	CENTRAL	300	274	52	0
BT	618	CENTRAL	274	158	14	2
BT	627	CENTRAL	336	112	27	2
BT	637	CENTRAL	121	64	7	2
BT	638	CENTRAL	938	786	34	5
BT	651	CENTRAL	277	465	28	4
BT	661	CENTRAL	34	14	4	0
BT	662	CENTRAL	445	280	25	9
BT	673	CENTRAL	407	152	58	4
BT	682	CENTRAL	277	133	48	4
BT	688	CENTRAL	732	950	84	7
BT	695	CENTRAL	399	424	33	0
BT	696	CENTRAL	397	111	10	8
BT	703	CENTRAL	595	217	43	7
BT	705	CENTRAL	1,851	1,872	173	26
BT	706	CENTRAL	158	28	4	2
BT	710	CENTRAL	2,986	1,234	448	15
BT	714	CENTRAL	835	218	108	1
BT	716	CENTRAL	109	37	11	1
BT	722	CENTRAL	193	119	20	5
BT	726	CENTRAL	742	470	82	0

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	727	CENTRAL	1,020	81	60	6
IBT	731	CENTRAL	695	305	99	2
IBT	734	CENTRAL	383	98	36	2
IBT	743	CENTRAL	615	412	66	12
IBT	744	CENTRAL	300	112	26	2
IBT	749	CENTRAL	283	93	11	1
IBT	754	CENTRAL	104	64	5	2
IBT	777	CENTRAL	157	21	18	1
IBT	781	CENTRAL	292	88	22	2
IBT	783	CENTRAL	423	220	42	10
IBT	786	CENTRAL	327	253	33	2
IBT	792	CENTRAL	220	139	20	1
IBT	795	CENTRAL	221	130	15	4
IBT	823	CENTRAL	149	46	13	5
IBT	833	CENTRAL	51	64	5	0
IBT	838	CENTRAL	135	47	15	3
IBT	908	CENTRAL	115	105	11	4
IBT	916	CENTRAL	424	243	42	3
IBT	955	CENTRAL	219	118	20	1
IBT	957	CENTRAL	551	716	81	3
IBT	964	CENTRAL	143	138	9	1
IBT	970	CENTRAL	221	68	7	4
IBT	974	CENTRAL	148	115	7	3
IBT	1038	CENTRAL	179	20	10	2
IBT	1070	CENTRAL	18	7	0	0
IBT	1108	CENTRAL	403	217	19	7
IBT	1135	CENTRAL	14	1	0	0
IBT	1145	CENTRAL	261	177	11	6
IBT	1164	CENTRAL	32	13	4	0
IBT	1199	CENTRAL	96	53	7	0
IBT	1224	CENTRAL	97	43	3	1
IBT	1620	CENTRAL	13	2	0	0
IBT	1717	CENTRAL	33	5	0	0
IBT	2001	CENTRAL	15	7	0	0
IBT	2040	CENTRAL	16	11	6	0
IBT	2727	CENTRAL	259	124	4	2
GCC	3038	CENTRAL	312	89	67	0
GCC	B1	CENTRAL	58	26	2	1
GCC	B65	CENTRAL	24	10	8	0
GCC	C111	CENTRAL	14	6	0	1
GCC	C124	CENTRAL	11	14	2	0
GCC	C135	CENTRAL	12	10	0	0
GCC	C147	CENTRAL	1	2	12	0
GCC	C16	CENTRAL	14	6	15	0
GCC	C171	CENTRAL	5	0	0	0
GCC	C192	CENTRAL	0	0	1	0
GCC	C205	CENTRAL	0	0	9	0
GCC	C240	CENTRAL	5	2	0	0
GCC	C29	CENTRAL	52	8	1	0
GCC	C379	CENTRAL	9	4	0	0
GCC	C42	CENTRAL	7	1	6	0
GCC	C49	CENTRAL	17	5	13	0
GCC	C7	CENTRAL	1	0	34	0
GCC	C76	CENTRAL	1	3	1	0
GCC	C98	CENTRAL	2	3	1	0
GCC	M1	CENTRAL	157	54	13	3
GCC	M17	CENTRAL	42	25	95	44
GCC	M219	CENTRAL	12	5	1	0
GCC	M2289	CENTRAL	69	19	50	0
GCC	M235	CENTRAL	82	22	6	2
GCC	M270	CENTRAL	0	0	9	0
GCC	M32	CENTRAL	13	10	3	0
GCC	M411	CENTRAL	23	6	2	0
GCC	M508	CENTRAL	93	38	27	1
GCC	M514	CENTRAL	4	5	0	0
GCC	M518	CENTRAL	22	11	0	0
GCC	M546	CENTRAL	70	64	7	1
GCC	M550	CENTRAL	11	0	1	0
GCC	M568	CENTRAL	0	0	27	0
GCC	M571	CENTRAL	56	7	3	0
GCC	M575	CENTRAL	12	8	6	1
GCC	M577	CENTRAL	109	73	9	1
GCC	M619	CENTRAL	40	4	0	1
GCC	M6505	CENTRAL	199	45	26	1
GCC	N128	CENTRAL	47	20	0	0
GCC	N13	CENTRAL	24	5	60	1

GENERAL PRESIDENT CENTRAL

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
GCC	N23	CENTRAL	4	11	13	0
GCC	N27	CENTRAL	0	0	14	0
GCC	N38	CENTRAL	23	6	0	0
GCC	N7	CENTRAL	29	6	25	0
GCC	P77	CENTRAL	115	70	4	1
GCC	P91	CENTRAL	9	2	1	0
GCC	S415	CENTRAL	0	0	120	0
GCC	S467	CENTRAL	12	5	1	0
GCC	S507	CENTRAL	4	5	3	0
GCC	S555	CENTRAL	25	3	1	0
GCC	S560	CENTRAL	14	5	1	0
GCC	S638	CENTRAL	10	5	0	0
GCC	S705	CENTRAL	28	8	2	0
GCC	S727	CENTRAL	23	3	0	0
GCC	S761	CENTRAL	34	7	0	0
GCC	S774	CENTRAL	25	2	2	1
BMWED	ASF	CENTRAL	225	68	0	4
BMWED	AT&SF	CENTRAL	339	89	5	1
BMWED	BURL	CENTRAL	446	109	0	2
BMWED	BURNOR	CENTRAL	309	192	4	7
BMWED	C&E	CENTRAL	31	7	0	0
BMWED	C&NW	CENTRAL	336	85	0	2
BMWED	CMSTPP	CENTRAL	94	34	0	9
BMWED	CRSF	CENTRAL	474	124	4	1
BMWED	DM&IR	CENTRAL	23	10	0	1

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
BMWED	EI&E	CENTRAL	16	4	0	1
BMWED	ICGF	CENTRAL	95	53	4	5
BMWED	NPW&LE	CENTRAL	55	21	0	3
BMWED	S00	CENTRAL	54	5	0	2
BMWED	SW FED	CENTRAL	54	10	1	2
BMWED	WCSO	CENTRAL	53	29	1	2
BLET	70	CENTRAL	287	85	118	5
BLET	90	CENTRAL	0	0	13	0
BLET	150	CENTRAL	664	214	65	2
BLET	180	CENTRAL	142	40	11	1
BLET	222	CENTRAL	3	0	5	0
BLET	272	CENTRAL	3	0	0	0
BLET	280	CENTRAL	172	97	42	2
BLET	290	CENTRAL	68	50	29	1
BLET	330	CENTRAL	3	2	1	0
BLET	340	CENTRAL	0	0	1	0
BLET	350	CENTRAL	6	2	0	0
BLET	360	CENTRAL	28	11	26	0
BLET	400	CENTRAL	14	6	0	0
BLET	444	CENTRAL	1	0	7	0
BLET	490	CENTRAL	238	247	59	1
BLET	580	CENTRAL	84	54	28	0
BLET	590	CENTRAL	299	143	110	0
BLET	620	CENTRAL	0	0	9	0
BLET	910	CENTRAL	59	25	3	0

GENERAL PRESIDENT SOUTH

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	5	SOUTH	41	32	0	0
IBT	19	SOUTH	326	151	4	4
IBT	79	SOUTH	846	357	28	11
IBT	119	SOUTH	3	0	3	0
IBT	173	SOUTH	181	40	8	0
IBT	217	SOUTH	55	69	3	1
IBT	258	SOUTH	4	0	0	0
IBT	270	SOUTH	162	182	87	3
IBT	327	SOUTH	295	132	14	1
IBT	373	SOUTH	61	84	4	1
IBT	385	SOUTH	781	445	70	3
IBT	402	SOUTH	76	75	28	0
IBT	480	SOUTH	521	988	19	7
IBT	512	SOUTH	168	197	15	3
IBT	516	SOUTH	98	78	5	1
IBT	519	SOUTH	242	566	38	0
IBT	523	SOUTH	106	32	7	0
IBT	528	SOUTH	377	298	52	8
IBT	549	SOUTH	22	154	5	2
IBT	568	SOUTH	121	156	33	0
IBT	577	SOUTH	119	96	4	0
IBT	612	SOUTH	257	255	20	6
IBT	657	SOUTH	417	254	45	4
IBT	667	SOUTH	437	847	83	5
IBT	728	SOUTH	724	1,369	120	7
IBT	745	SOUTH	1,905	437	121	13
IBT	747	SOUTH	96	242	48	5
IBT	767	SOUTH	489	377	96	4
IBT	769	SOUTH	1,057	664	75	4
IBT	878	SOUTH	364	359	19	4
IBT	886	SOUTH	323	326	15	2
IBT	891	SOUTH	368	399	23	7
IBT	919	SOUTH	66	47	8	1
IBT	947	SOUTH	39	23	10	2
IBT	968	SOUTH	52	25	0	0
IBT	984	SOUTH	161	58	16	1
IBT	988	SOUTH	365	383	21	1
IBT	991	SOUTH	247	174	27	0
IBT	997	SOUTH	113	31	6	1
IBT	1129	SOUTH	53	38	9	0
IBT	1196	SOUTH	29	4	20	0
GCC	B96	SOUTH	8	3	3	0
GCC	C100	SOUTH	1	0	0	0
GCC	C118	SOUTH	2	1	1	0
GCC	C121	SOUTH	23	9	0	0

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
GCC	C167	SOUTH	0	0	0	0
GCC	C180	SOUTH	0	0	2	0
GCC	C260	SOUTH	0	0	0	0
GCC	C286	SOUTH	2	0	0	0
GCC	C400	SOUTH	20	5	1	0
GCC	C444	SOUTH	6	1	1	0
GCC	C562	SOUTH	0	0	1	0
GCC	H23	SOUTH	1	1	2	0
GCC	M197	SOUTH	23	17	0	0
GCC	M223	SOUTH	6	2	1	0
GCC	M226	SOUTH	2	2	3	0
GCC	M231	SOUTH	2	2	10	0
GCC	M290	SOUTH	5	0	2	0
GCC	M367	SOUTH	16	5	1	0
GCC	M527	SOUTH	35	19	53	0
GCC	M528	SOUTH	1	1	0	0
GCC	M537	SOUTH	0	0	0	0
GCC	M630	SOUTH	5	2	1	0
GCC	M694	SOUTH	25	5	8	0
GCC	M71	SOUTH	2	5	2	0
GCC	M8	SOUTH	46	12	2	46
GCC	N737	SOUTH	12	1	1	0
GCC	N88	SOUTH	2	4	0	0
GCC	S439	SOUTH	14	0	2	0
GCC	S513	SOUTH	0	0	5	0
GCC	S527	SOUTH	19	2	53	0
GCC	S628	SOUTH	0	0	7	0
GCC	S673	SOUTH	6	2	0	0
BMWED	AEF	SOUTH	646	149	22	5
BMWED	FRISCO	SOUTH	149	23	7	4
BMWED	MOPAC	SOUTH	335	87	6	4
BMWED	SEAB	SOUTH	67	15	0	0
BMWED	SOU	SOUTH	223	59	8	1
BMWED	SP ATL	SOUTH	164	40	1	0
BLET	40	SOUTH	401	147	21	6
BLET	110	SOUTH	1	0	0	0
BLET	160	SOUTH	47	8	6	0
BLET	390	SOUTH	117	39	17	2
BLET	410	SOUTH	55	18	7	0
BLET	470	SOUTH	0	0	0	0
BLET	480	SOUTH	228	145	76	6
BLET	720	SOUTH	224	62	37	4
BLET	740	SOUTH	274	105	41	2
BLET	845	SOUTH	0	0	27	0

GENERAL PRESIDENT WEST

VOI	Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
1	IBT	2	WEST	276	167	34	4
5	IBT	14	WEST	226	156	20	3
3	IBT	15	WEST	113	14	3	1
2	IBT	17	WEST	410	173	19	2
2	IBT	36	WEST	92	32	28	2
2	IBT	38	WEST	209	138	72	1
5	IBT	58	WEST	225	101	30	1
0	IBT	63	WEST	2,458	469	169	27
2	IBT	70	WEST	623	178	84	2
1	IBT	78	WEST	400	226	42	2
0	IBT	81	WEST	267	145	25	2
0	IBT	85	WEST	154	40	10	4
0	IBT	87	WEST	56	52	1	11
2	IBT	104	WEST	824	358	215	9
1	IBT	117	WEST	1,344	728	99	27
0	IBT	137	WEST	145	90	27	4
0	IBT	150	WEST	406	323	97	2
0	IBT	162	WEST	417	621	64	7
0	IBT	166	WEST	387	131	52	5
0	IBT	174	WEST	1,028	1,287	100	10
0	IBT	186	WEST	181	47	13	0
1	IBT	190	WEST	186	118	20	4
0	IBT	206	WEST	53	687	76	3
0	IBT	222	WEST	630	180	29	6
0	IBT	223	WEST	134	128	5	3
0	IBT	228	WEST	163	71	11	0
0	IBT	231	WEST	158	135	15	2
0	IBT	252	WEST	222	138	24	1
0	IBT	267	WEST	115	43	3	1
0	IBT	278	WEST	143	75	19	1
0	IBT	287	WEST	264	130	56	3
0	IBT	305	WEST	690	285	57	4
0	IBT	313	WEST	198	113	42	3
0	IBT	315	WEST	232	146	30	5
0	IBT	324	WEST	138	268	13	5
0	IBT	350	WEST	215	28	3	7
0	IBT	381	WEST	80	41	19	1
0	IBT	386	WEST	206	108	0	0
0	IBT	396	WEST	1,105	588	70	6
0	IBT	399	WEST	773	93	112	3
0	IBT	431	WEST	179	77	12	4
0	IBT	435	WEST	763	206	34	2
0	IBT	439	WEST	580	220	26	0
0	IBT	481	WEST	104	110	22	2
0	IBT	483	WEST	123	56	4	1
0	IBT	490	WEST	205	114	25	2
0	IBT	492	WEST	404	174	30	2
0	IBT	495	WEST	522	174	0	1
0	IBT	517	WEST	129	56	5	0
0	IBT	533	WEST	257	77	61	1
0	IBT	537	WEST	402	102	24	4
0	IBT	542	WEST	486	161	40	2
0	IBT	572	WEST	631	347	113	19
46	IBT	578	WEST	105	35	20	1
0	IBT	589	WEST	146	92	12	0
0	IBT	601	WEST	186	94	115	5
0	IBT	624	WEST	128	112	24	3
0	IBT	630	WEST	554	200	151	7
0	IBT	631	WEST	634	533	187	6

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	665	WEST	276	124	50	4
IBT	670	WEST	287	161	13	3
IBT	683	WEST	122	56	17	0
IBT	690	WEST	476	160	88	6
IBT	752	WEST	14	7	12	0
IBT	760	WEST	389	187	35	3
IBT	763	WEST	397	259	38	4
IBT	839	WEST	128	78	21	2
IBT	848	WEST	1,074	273	161	10
IBT	853	WEST	872	168	37	6
IBT	856	WEST	327	142	61	1
IBT	890	WEST	209	95	30	1
IBT	896	WEST	219	215	85	5
IBT	911	WEST	344	156	13	2
IBT	912	WEST	59	39	16	2
IBT	948	WEST	333	188	160	8
IBT	952	WEST	1,205	436	97	12
IBT	959	WEST	437	246	126	3
IBT	961	WEST	170	74	17	2
IBT	962	WEST	238	158	28	2
IBT	983	WEST	62	71	6	0
IBT	986	WEST	771	298	152	11
IBT	995	WEST	289	76	16	2
IBT	996	WEST	1,017	308	34	18
IBT	2004	WEST	68	10	17	0
GCC	3003	WEST	323	41	41	1
GCC	3004	WEST	32	5	3	2
GCC	3010	WEST	6	5	5	0
GCC	3018	WEST	581	148	107	6
GCC	3027	WEST	27	6	3	0
GCC	3028	WEST	58	7	17	0
GCC	C116	WEST	4	17	0	0
GCC	C227	WEST	0	0	0	0
GCC	C242	WEST	4	4	0	0
GCC	C278	WEST	0	0	0	0
GCC	C327	WEST	0	0	2	0
GCC	C704	WEST	1	3	0	0
GCC	H24	WEST	0	2	0	0
GCC	M404	WEST	59	19	37	0
GCC	M432	WEST	9	1	2	0
GCC	M440	WEST	0	0	20	19
GCC	M501	WEST	0	0	23	0
GCC	M58	WEST	13	5	6	0
GCC	M583	WEST	52	22	3	85
GCC	M767	WEST	79	58	23	0
GCC	N22	WEST	10	9	2	56
GCC	N4	WEST	27	51	15	35
GCC	S468	WEST	49	2	21	1
BMWED	MT&PLS	WEST	104	23	0	0
BMWED	PACFED	WEST	174	60	0	0
BMWED	UN PAC	WEST	378	123	3	5
BLET	271	WEST	0	0	1	0
BLET	430	WEST	0	0	0	0
BLET	666	WEST	15	2	0	0
BLET	700	WEST	2	1	4	0
BLET	780	WEST	267	247	26	2
BLET	830	WEST	0	0	4	0
BLET	860	WEST	221	118	18	1
BLET	900	WEST	204	157	41	2

GENERAL PRESIDENT CANADA

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	31	CANADA	1,062	364	101	72
IBT	69	CANADA	283	58	35	7
IBT	91	CANADA	177	120	21	7
IBT	106	CANADA	608	194	80	18
IBT	155	CANADA	122	75	8	1
IBT	213	CANADA	974	296	114	12
IBT	230	CANADA	218	64	48	1
IBT	362	CANADA	417	147	172	0
IBT	395	CANADA	91	39	9	1
IBT	419	CANADA	503	80	15	3
IBT	464	CANADA	160	47	7	1
IBT	647	CANADA	209	89	18	4
IBT	847	CANADA	427	80	33	10
IBT	855	CANADA	130	28	14	0
IBT	879	CANADA	413	215	31	2
IBT	880	CANADA	383	168	42	7

Affiliate	Local Union	Region	HOFFA	LEEDHAM	CHALLENGED	VOID
IBT	927	CANADA	107	52	15	3
IBT	931	CANADA	425	139	93	11
IBT	938	CANADA	1,215	542	147	15
IBT	973	CANADA	119	32	6	1
IBT	979	CANADA	235	85	16	7
IBT	987	CANADA	207	80	64	2
IBT	1791	CANADA	0	0	23	0
IBT	1979	CANADA	87	50	5	3
IBT	1998	CANADA	245	16	18	2
IBT	1999	CANADA	2,098	269	249	28
IBT	TCRC	CANADA	547	367	308	14
IBT	TCRC-MWED	CANADA	330	121	43	6
GCC	M100	CANADA	256	40	16	3
GCC	M41	CANADA	281	37	5	6
GCC	M524	CANADA	34	6	0	1
GCC	M555	CANADA	264	65	12	1

Prohibited Association with Former Members who have been Permanently Barred

Under the IBT Constitution and the Consent Decree, members are prohibited from knowingly associating with members and associates of organized crime and persons who have been permanently expelled or barred from the IBT. Knowing association by a member with any barred person can lead to significant disciplinary consequences, including suspension from membership, suspension from Union office or employment or a permanent bar.

The status of members and former members who have been subject to IRB charges can in most instances be determined by searching the web site www.irbcases.org. Although the IBT makes every effort to ensure that the information on the web site is current and accurate, you should not necessarily assume that a person not listed on that site as "barred" is not actually barred.

In addition, listed below are most of the former IBT members who have been permanently expelled or barred from the IBT by IRB and/or by the IBT. Below the first list is an additional list of those persons who have been as a result of IBT action independent of the IRB. The individuals on both lists are enjoined from having contact with active IBT members or employees of the IBT and/or IBT affiliates. Knowing association with these individuals is prohibited on the same bases as with persons who have been permanently barred by IRB following a full hearing.

The list is not intended to be comprehensive. It does not include members or associates of organized crime who were never IBT members, does not include former members who have only been suspended or who are not otherwise permanently barred, and may not include all former members who have been permanently barred. Members can determine the status of former IBT members by searching this web site, by contacting IRB at 1-800-CALL-IRB or by contacting the IBT's legal department at (202) 624-6945. Members are also expected to stay current with actions taken by the Union and IRB, which are regularly published in the *Teamster* magazine.

Abbate, Joseph
Adamo, Frank
Adelstein, Alan
Adelstein, Bernard
Agathos, John
Aglia, Peter
Akalski, John
Alfieri, Victor
Aligo, Joseph
Alimena, Ralph J.
Allocca, Francis
Antoun, Anthony
Bane, Michael
Barbato, Salvatore
Baron, Perry
Baron, Thomas
Baroncelli, David
Barretti, Jr., Philip
Barretti, Philip
Bavaro, Pasquale
Bellamare, Andrew
Bellocchio, Scott
Bennett, Eugene
Bernstein, Joseph
Bilotti, John
Bizenza, Richard
Boano, Michael L.
Boggia, Glenn
Bourgal, Micahel

Brovarski, Theodore
Brovarski, Theodore M.
Brown, Timothy
Buckley, James
Bush, Earl D.
Calagna, Anthony
Calagna, Sr., Anthony
Calcagno, Robert
Caldwell, Walter
Camadeco, Benjamin
Cammaranno, Jr., Joseph
Cammaranno, Sr. Joseph
Canino, Sam
Capone, Albert
Capone, Stephen
Caracciola, Dominick
Carbone, Michael
Carbone, Ronald
Carey, Ron
Cataldo, Salvatore
Ciesla, Richard
Cimino, Joseph
Ciner, Eugene
Coli, James L.
Compono, John
Compono, John
Congemi, John
Connelly, Leo
Corallo, Gerald

Cordato, Vincent
Cozza, Theodore
Cozzo, James Vincent
Crapanzano, L. Robert
Crapanzano, Pasquale
Crapanzano, Patrick
Crawley, Chuck
Cumella, Jasper
Cuozzo, Anthony
Cutolo, William
Czernel, Chester
D'Aiuto, John
D'Ambrosio, Rocco
D'Amico, Ralph
D'Andraia, Ralph
DeAngelis, Larry
DeAngelis, Louis
Dellorusso, Patrick
Delsardo, Ralph
DeStefano, Albert
DiFronzo, Peter M.
DiGangi, Michael
DiGiramo, Nick A.
DiLeonardo, Michael
DiNardi, Anthony
DiNardi, Anthony
DiTomasso, Marie
Donahue, Dennis
Doris, Maria

Dougherty, Edward
Doyle, Scott
Dyson, Ronald
Eliser, Robert
Esposito, Louis
Faicco, Alfred
Fappiano, Frank
Fattizzi, Dina
Fattizzi, Vincent
Fattizzi, Vincent
Fazio, John
Feeney, Robert J.
Feinstein, Barry
Feola, Vincent
Ferchak, William
Ferrara, John
Ferreri, Ralph
Festa, Modestina "Augie"
Fiumfredde, Frank
Friedman, Harold
Froncillo, Dominick
Furino, Ronald
Furstman, Theodore N.
Fusco, Carmine
Fusco, Dominick
Galante, James
Gallina, Andrew
Garafola, Edward
Garbarino, Anthony

Garono, Lawrence
 Geller, Mitchell
 Generoso, Jr., Michael
 Generoso, Vincent
 Genoese, William
 Georgopolous, John
 Gibney, George
 Girlando, Joseph
 Glimco, Joseph
 Gonzalez, Edwin
 Grancio, Nicholas
 Gugliaro, Vincent
 Guglielmo, John F.
 Guidice, Dominick
 Hamilton, William
 Hanoian, Paul
 Heilbrun, Richard
 Heim, Donald
 Herron, Murlene
 Hickey, Dennis C.
 Hickey, Dennis E.
 Hittner, Elyse
 Hittner, Jeffrey
 Hittner, Mark
 Hittner, Seymour
 Hoff, Walter
 Hogan, Joseph
 Hogan, William T.
 Hohman, John
 Houmis, Mark
 Ianniello, Michael
 Ianniello, Michael
 Igneri, Anthony
 Immerglick, Roger
 Ingrassia, Joseph
 Jefferys, Georgianna
 Jerome, Morris
 Kapp, Bruce
 Kikes, John
 Kolakowski, Zbigniew
 Kosey, Joseph
 Lanza, Charles
 Lanza, Louis
 Lark, Jr., Clarence
 Lauro, Costabile
 Leidle, Randolph
 Liguorotis, Daniel C.
 LoDolce, Joseph
 Logan, Robert "Frank"
 Loguidice, Michael
 Lombardozi, Camillo
 Lombardozi, Daniel
 Long, John F.
 Maddaloni, Michael

Madonna, Aniello
 Mahoney, John S.
 Maldonado, Fausto
 Malena, Michael
 Mall, Richard
 Manfredi, Antonio
 Manfredi, Carrado
 Manfredi, Nick
 Mangine, David
 Manzo, Frank
 Marchini, Michael
 Marsigliano, Frank
 Martinelli, Henry
 Martinelli, John
 Martinelli, Robert
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 McNamara, Dennis
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 Menechino, Peter
 Mezzina, Onofrio
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 Moran, John
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 Morris, Michael J.
 Morrison, Jerry
 Mule, Joseph C.
 Murray, Joseph
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 Napolitano, Morris Sr.
 Nardi, Nicholas
 Nave, Jerry
 O'Brien, Charles
 O'Grady, James
 Ortense, Valentine
 Paccione, Adrianne
 Padellaro, Joseph
 Paolino, Angela
 Paolino, Angelo
 Paolino, Thomas
 Parise, Nicholas, Jr.
 Parise, Nicholas, Sr.
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 Ponce, Armando
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 Porter, Ray
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 Rea, Armando
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 Roberto, Joseph
 Robilotto, Nicholas
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 Ross, Charles
 Ross, Josef
 Rumore, Anthony
 Ryan, Thomas
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 Sainato, Anthony
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 Salerno, Frank
 Saltalamachea, Henry
 Sansone, Robert
 Santora, Gene
 Sass, Gary
 Sasso Robert
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 Scalza, Perry
 Scalza, Richard
 Scalza, Robert
 Schweitzer, Henry
 Sciarra, Michael
 Scognamiglio, James
 Selvaggi, Warren
 Senese, Dominic
 Senese, Lucien
 Senter, Anthony M.
 Sirico, Robert
 Skeries, Robert
 Slemko, Daniel
 Sombrotto, Vincent
 Sottile, Pasquale

Spencer, Robert
 Spranzo, Carlo
 Stauffer, Joseph
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 Stella, Ronald
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 Taylor, John
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 Tomanelli, Michael
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 Trerotola, Joseph
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 Valerio, Gildo
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 Vitarelli, Joseph
 Vulpis, Daniel Jr.
 Vulpis, Daniel, Sr.
 Vulpis, Dominic
 Vulpis, Dominick
 Wallach, David
 Weinberg, Brian
 Weinberg, Sheldon
 Whitney, Sam
 Wilson, Robert
 Winstead, Brady
 Wolf, Rita
 Yanucci, Joseph
 Zancocchio, John
 Zenga, Daniel

*Persons Barred by the IBT
 Independently of the IRB*
 Cashman, George

REPORT 100 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: January 30, 2007

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundredth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss the status of pending charges about which we have previously informed you.

II. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and a hearing panel was appointed. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an application to Judge Preska for review. New counsel for Mr. Kikes filed with Judge Preska the objections of Mr. Kikes to the IRB's application and a Reply Brief in support of Mr. Kikes objections. The matter is with Judge Preska.

B. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

In the last issue of the *Teamster* magazine we informed you that on November 21, 2006, the IRB issued an Inves-

tigative Report to General President Hoffa recommending that Joseph Pirro, a member of Local 456, be charged with bringing reproach upon the IBT and violating his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. On November 28, 2006, Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing on January 10, 2007.

C. LOCAL 502, PHILADELPHIA, PENNSYLVANIA

In the last issue of the *Teamster* magazine we informed you that on October 24, 2006, the IRB issued an Investigative Report to General President Hoffa recommending that Local 502 be placed in trusteeship. The Local is not being conducted for the benefit of the members and in compliance with the IBT Constitution and the Local's Bylaws. The Local also did not comply with the Secretary-Treasurer's Manual to obtain backup documentation or explanations for the bills that were paid by the Local, and the Trustees did not verify the bank balances.

The principal officer authorized the Local's payment of his personal expenses and the payment of bills with no explanation or receipts. Local checks were issued improperly with one signature or with a rubber stamp facsimile signature which had not been approved by the IBT.

The Local received money for alleged costs it incurred for the Health and Welfare Fund and the Professional Growth Fund. There was no written cost sharing agreement, no cost allocation studies performed and no time sheets prepared to document the work performed for either of the Funds. Mr. Hoffa put Local 502 in Trusteeship, effective October 31, 2006. The IBT also revised its policies and procedures manual to improve the effectiveness of its audit program.

D. GEORGE DiPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

In the last issue of the *Teamster* magazine we informed you that on November 14, 2006, the IRB issued an Investigative Report to the IBT-appointed Local 502 Trustee Edward Keyser concerning George DiPilato, former President of Local 502. The Report recommended that Mr. DiPilato be charged with, while a member and the President of Local 502, violating his fiduciary duties to the Local and its members, embezzling and converting Local funds and property to his own use and the use of others, and bringing reproach upon the IBT when he embezzled over \$20,000 from Local 502. Mr. Hoffa filed the charges

referred to Mr. Keyser by the IRB. Mr. DiPilato signed an agreement seeking to resolve the matter. The IRB has the agreement under review.

E. FRANK INCANDELLA - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 member Frank Incandella allegedly brought reproach upon the IBT and violated his membership oath when he subsequent to Dane Passo's permanent bar from the IBT on May 22, 2002, had knowing and purposeful contact with Mr. Passo. General President Hoffa filed the proposed charge, a hearing panel was appointed, and a hearing was held on September 8, 2006. On October 12, 2006, Mr. Hoffa permanently barred Mr. Incandella from the local and the IBT and, at the IRB's request, clarified the decision on October 20, 2006, to add a prohibition from having any contributions made on his behalf to any IBT-affiliated benefit funds by any IBT-affiliated entities.

On January 11, 2007, the IRB notified Mr. Hoffa and Mr. Incandella that the decision of October 12, 2006, as clarified on October 20, 2006, was not inadequate.

F. RAYMOND ISNER - LOCAL 631, LAS VEGAS, NEVADA

In the last issue of the *Teamster* magazine we informed you that the IRB issued an Investigative Report to General President Hoffa recommending that Raymond Isner, former member of Local 631, be charged with bringing reproach upon the IBT and violating his membership oath when he, subsequent to Dane Passo's permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Passo and that he be charged with testifying falsely at his September 19, 2005, sworn examination that he had not had any contact with Mr. Passo when in fact he had numerous telephone contacts with Mr. Passo during the period between March 2005 and November 2005. Mr. Hoffa filed the charges, a hearing panel was appointed, and a hearing was held on October 25, 2006. On November 27, 2006, Mr. Hoffa accepted the recommendations of the hearing panel and permanently barred Mr. Isner from Local 631 and the IBT. On December 14, 2006, the IRB notified Mr. Hoffa and Mr. Isner that the decision was not inadequate.

G. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who

adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision is with Judge Preska for review.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Team Leaders

>>>>> CLYDESDALE DRIVERS PACE WORLD SERIES PARADE <<<<<



Horse hooves pounded otherwise-quiet downtown St. Louis streets on a bright, warm late-October afternoon. Led by Manny Raber and Roger Rausch, members of Local 6 in St. Louis, the team of Clydesdales was on its way to pick up its star passenger.

"Once Tony La Russa and his family were on our wagon things took off," said Rausch, an eight-year Teamster, referring to the St. Louis Cardinals manager.

A staggering number of fans attended the parade honoring the 2006 World Series champions—the Cardinals. On the sidewalks, red-dressed supporters stood 15-deep as others angled for views from offices and parking garages that bordered the route. A city official estimated that 500,000 fans packed the parade route, which featured La Russa followed by a train of the team's players in automobiles.

"It was incredibly loud and when the horses hear loud noise they hold their heads higher, make higher steps," said Raber, a 12-year Teamster and leader of the St. Louis-based hitch, one of Anheuser-Busch, Inc.'s six teams based across the U.S. "I never heard it loud like that before. It was unbelievable."

Seeing Red

Once the parade reached Busch Stadium, the Teamsters were handed the team's World Series trophy for a lap around the field's perimeter. As some 47,000 red-clad fans cheered, the noise and the field's tight corners posed challenges for the drivers. The noise energizes the horses and makes it harder to hear the drivers' commands.

"When they're pulling and you have to make a tight turn, like we did on the track in Busch Stadium, it makes it about 10 times more difficult than usual," Rausch said. "Your arms wear out. That's why there are two people up there driving the team."

Support is also something the drivers like about being Teamsters. "I like the job security," Raber said. "It's definitely good, knowing you're going to get paid every week and that you're going to have a job for the next five years."

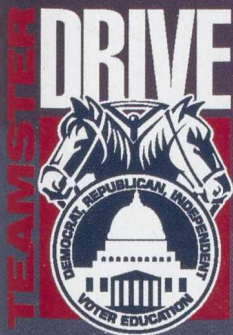
"Since the earliest days of our union, Teamsters have led teams of horses," said Jack Cipriani, Director of the Brewery and Soft Drink Conference. "Today, people at parades and sporting events love to see the Clydesdales, led by skilled Teamsters."

The Teamsters delivered the trophy then exited the field as the celebration continued.

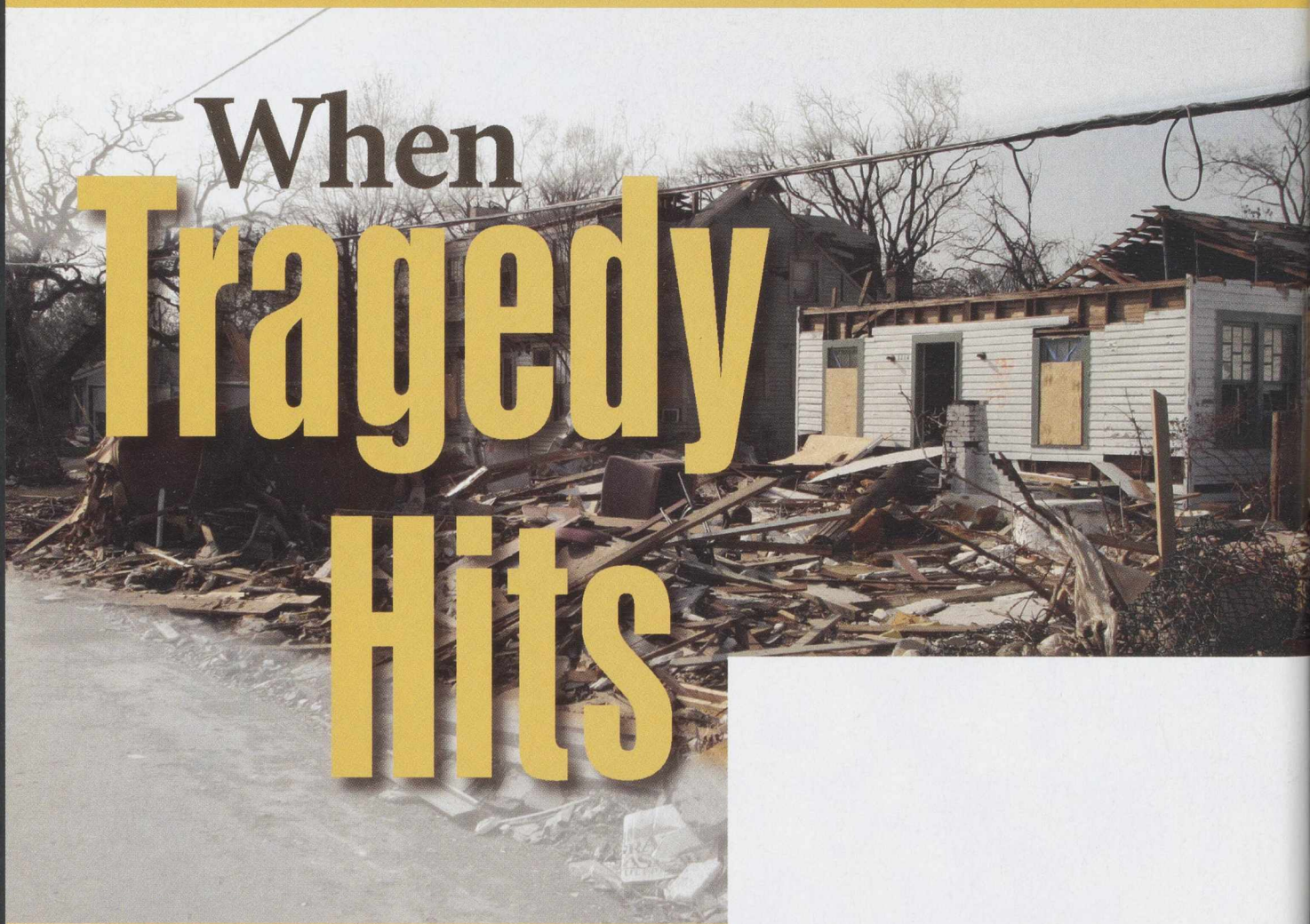
"The first time I was in a parade was in the '90s, when I was in Mardi Gras in New Orleans," Rausch said. "It was loud, but it didn't really compare to anything at the Cardinals' parade. This one was really exciting. I'll remember it for years to come."

THE TEAMSTERS ARE

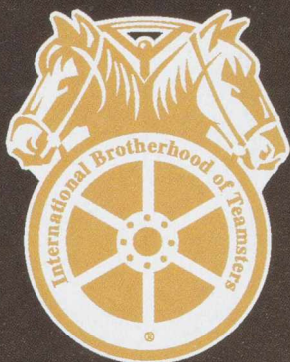
Driving. America's Future



Find out more about this exciting program
to build Teamster power on the web at
www.teamster.org

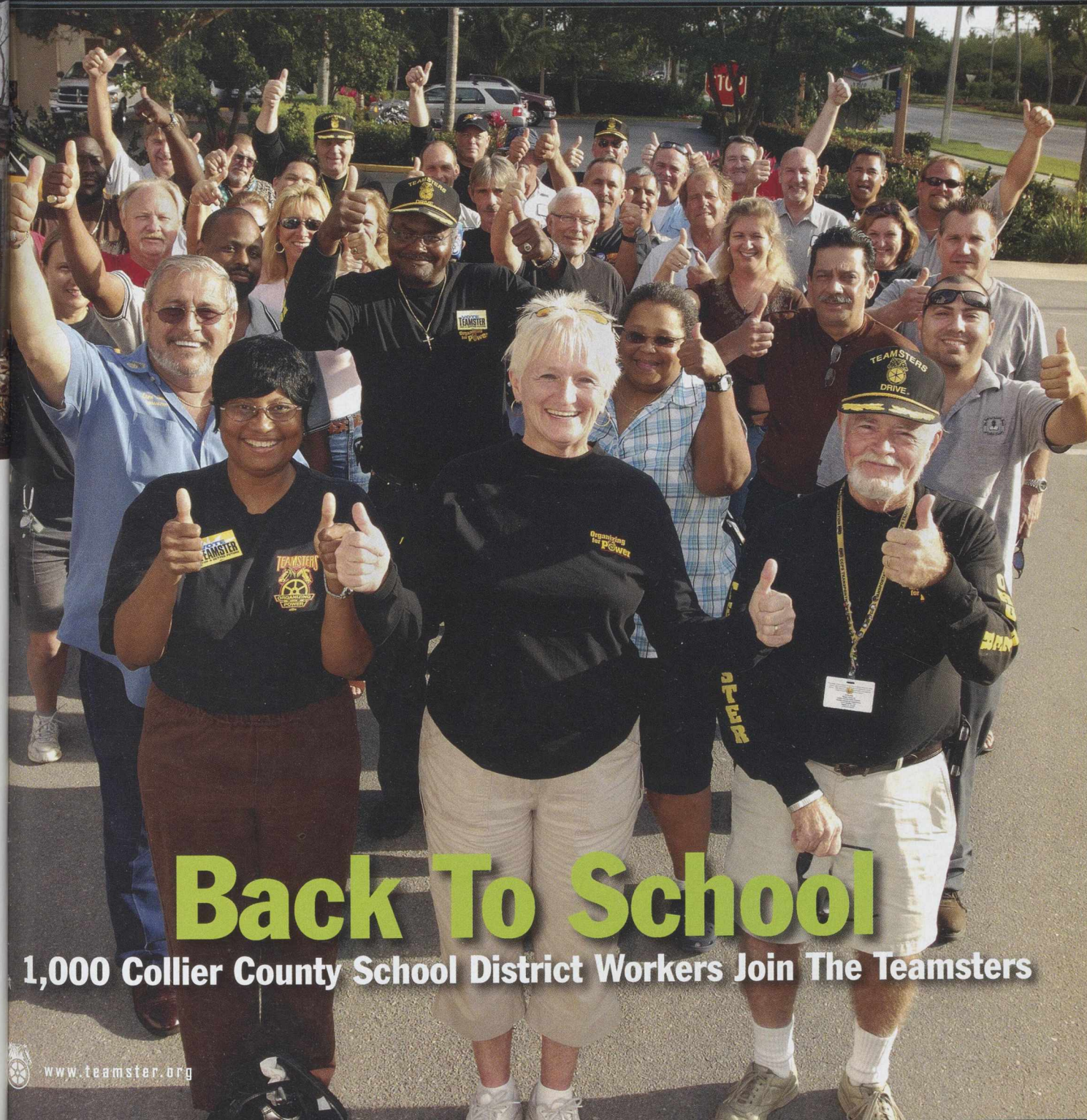


Give to the Teamster Disaster Relief Fund



Send your tax-deductible
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Disaster Relief Fund
c/o International
Brotherhood of Teamsters
25 Louisiana Ave. N.W.
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TEAMSTER



Back To School

1,000 Collier County School District Workers Join The Teamsters



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TEAMSTER

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A MESSAGE FROM THE GENERAL PRESIDENT

Cross Border Crisis

By adopting the reckless proposal to open the U.S. border to unsafe Mexican trucks, the Bush administration is playing a game of Russian roulette on America's highways. This dangerous—and potentially catastrophic—experiment should be halted until the numerous safety, security and driver-training issues are resolved.

Our highways should not be made more dangerous by giving greater access to trucks driven by drivers whose companies can work them to the point of exhaustion. Safety procedures must be established and enforced. Although NAFTA was intended to open our border to Mexican trucks, those rigs have been prohibited from having full access to U.S. highways until their government and industry complied with NAFTA's safety and security standards. Despite more than a decade to enact these changes, that has yet to happen. Why is the president willing to move forward when his own inspector general has stated that Mexico cannot meet its obligations?

The program would make trade with Mexico easier—and benefit the Bush administration's big-business supporters by allowing them to exploit overworked, underpaid Mexican drivers—but it diminishes the safety of our highways. It seems that the Bush administration has again allowed its corporate agenda to run wild.

National Security Risks

With the Dubai Ports World debacle in February 2006, we saw the administration's willingness to risk our national security in the name of helping its so-called free trade agenda. Debbie Hersman, a member of the National Transportation Safety Board, recently told *BusinessWeek* that we inspect less than 10 percent of Mexican trucks that enter the small commercial zone at the U.S.-Mexico border. What's more, Hersman pointed out that inspectors already have difficulty conducting safety reviews of at-risk domestic carriers. "That situation only gets worse if resources are diverted to the border," she said.

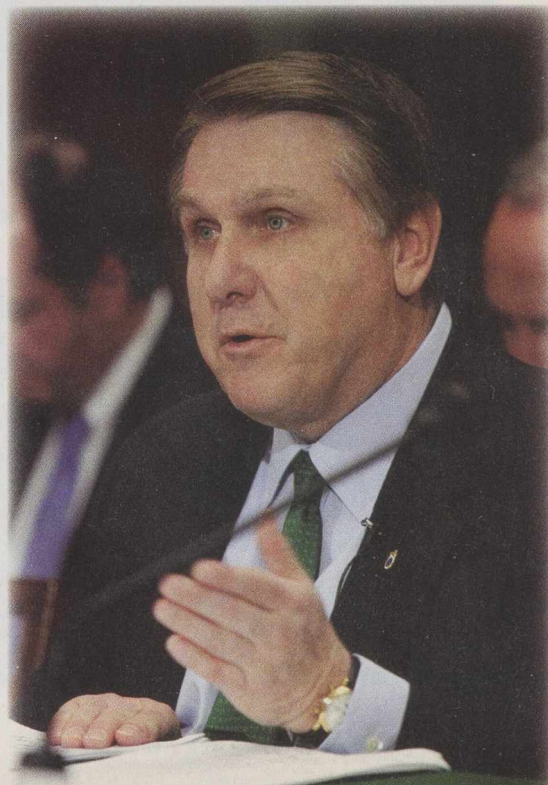
Further, the Department of Transporta-

tion has not announced how Mexican drivers will be checked against the terror watch list or whether our borders will be open to anyone with a Mexican driver's license. By not thoroughly examining trucks, not knowing who, exactly, is driving them and still allowing a driver full access to U.S. roads, this program creates the conditions for a potentially catastrophic event—that a truck could contain a weapon of mass destruction.

The Department of Transportation indicated that this proposal is as "narrow" as it could initiate. Yet this experiment forces the public to serve as its guinea pigs. All of us—Mexicans and Americans—deserve better.

I encourage all Teamsters to get involved and take action on this issue. Whether writing your member of Congress or simply by joining DRIVE (Democrat, Independent, Republican Voter Education), it's essential to show that working people care about this issue. For more information on how to join DRIVE, visit www.teamster.org.

James P. Hoffa



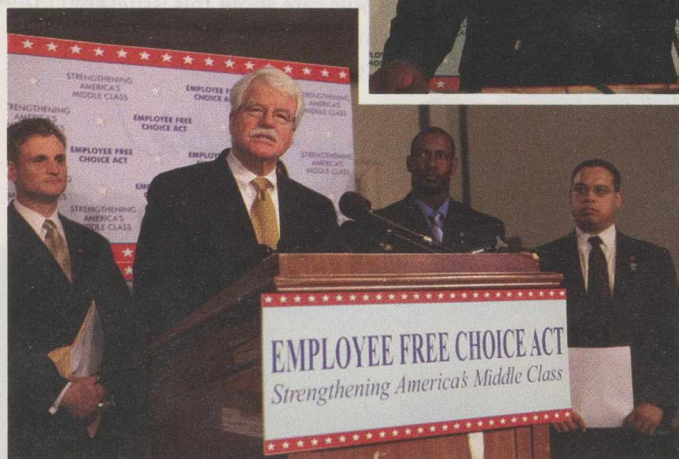
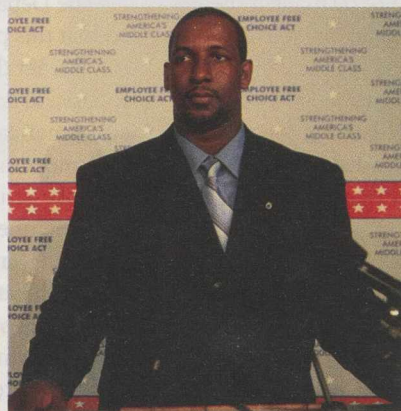
The Right Choice

The Employee Free Choice Act Passes the House

"This has been a rough process," said Kenny Tucker, a driver who, along with 25 coworkers at Quickway Carriers in Landon, Maryland, voted last July to become Teamsters. "We're currently on strike because the company unjustly fired one of my coworkers, and intimidated and videotaped us after we became Teamsters."

Tucker (pictured at right) told his story on Capitol Hill in early March, as he joined other workers and members of the House of Representatives

to support the Employee Free Choice Act (EFCA), legislation that would significantly strengthen workers' ability to build a union at their workplaces and ease their ability to reach a first contract.



Introduced with bipartisan support, the idea behind EFCA is simple: Most any American can join a group—a church group, the PTA at their child's school, or the National Rifle Association—by signing a card and paying dues. If a majority at a workplace wants to build a union, they sign cards and the employer recognizes their wishes. Negotiations for a labor contract begin soon after.

Thanks to the support of Tucker and the Teamsters Union, the House of Representatives passed EFCA by a resounding margin in March, ensuring that the legislation, supported by the Teamsters and many other labor unions, would continue on its path to the Senate.

DRIVE to Succeed

"This vote reflects the will of the people and we must make sure this important bill becomes law," said Jim Hoffa, Teamsters General President. "President Bush must act in the best interest of our nation and sign EFCA."

Despite bipartisan support, the White House has threatened a presidential veto

if EFCA makes it through the Senate. That's where DRIVE (Democrat, Republican, Independent Voter Education) comes in. DRIVE is one of the leading political action committees in the nation and consistently ranks in the top three in the North American labor movement. DRIVE had an instrumental role in EFCA's passage in the House, and the program has benefited Teamsters across the country.

For decades, DRIVE has been a major force in national, regional and local politics, thanks to the support of Teamster members.

In 2005, California Gov. Arnold Schwarzenegger wanted to make it harder for working people to join a union. With DRIVE assistance, workers stood together and defeated the proposal in a statewide special election. Soon after, Ford Motor Company sought to make some carhaul jobs in Detroit nonunion. DRIVE sent out the word to elected officials, who contacted Ford executives. Soon, the company changed course and 100 new Teamster jobs were created. For more information on how to join DRIVE, visit www.teamster.org.

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Dollars And Sense

National UPS Committee Begins Tackling Economic Issues

After making steady progress on issues related to working conditions, the Teamsters National UPS Negotiating Committee began bargaining economic issues in mid-March.

Earlier, an aggressive schedule was set for the committee, and a decision was made not to schedule talks past March 31. This decision was based on the reasoning that by the end of March, the committee would be able to determine whether UPS was serious about discussing solutions to members' concerns about pensions and health and welfare benefits.

Following talks in mid-March, a decision was made to schedule future talks with the company in May.

"The committee has determined that at this point, an early agreement with UPS is still within reach," said Ken Hall, Director of the Teamsters Parcel and Small Package Division.

Resolving Issues

Negotiations opened in late 2006 with discussions about the economic issues of greatest concern to members, and in the meantime, meetings were held with the relevant pension and health and welfare funds. While waiting for the funds to compile the necessary data, the committee set out to resolve non-economic issues concerning working conditions.

"At this point, we have come to agreement on several issues, though we still have not fully

resolved our members' concerns about non-economic issues such as excessive overtime or subcontracting," Hall said.

Ultimately, after having received an unprecedented amount of information from the relevant health, welfare and pension funds, the committee was able to put forth a package of economic proposals to the company.

"There still remain non-economic issues we're apart on, but we put economics on the table because we received the information we needed from the funds," Hall said. "Our members made it clear

in surveys that pensions and health care are their top priorities. With the new pension legislation looming, we've put forth proposals for record increases. We are taking on the fight to protect their pension and health care benefits."

All Views Important

The union's national committee members represent different areas of the country with different issues.

"Our committee is doing a great job providing input on behalf of their members," Hall said.

Protecting pensions is especially challenging in light of so many pensions being lost and terminated at companies around the country.

"We must remain united so we can take on the fight for all members' retirement security,"

Hall said.

The committee will continue to analyze data and develop the best solutions to protect pensions and health care. In the meantime, for the month of April, national committee members were to focus on the many supplemental agreements.

"The supplements, riders and addendums include very important issues, such as local working conditions and bidding procedures," said Denis Taylor, President of Local 355, who was appointed to coordinate the supplement negotiations. "We are dedicating our time to address these issues."

The UPS contract covers more than 215,000 union members nationwide. It is the largest private-sector labor agreement in the United States. The national contract expires August 1, 2008.



A Better Tomorrow

Members Win Four-Year Battle with Albertsons

Dave Todd, a 22-year Teamster in Colorado, knows how to fight the good fight—and win. Recently, Todd and his coworkers at the Albertsons distribution center in Aurora, Colorado won a battle with the company that had lasted more than four years.

"I fought hard—we all fought very hard," said Todd, a member of Denver-based Local 537. "There was no way, when we retired, that we were walking out the door with anything less than what we earned."

The more than 200 warehouse workers and drivers, many of whom have worked at the distribution center since its opening in 1983, were participants in the Albertsons

pension plan. With company pensions disappearing in corporate scandals and closings across the country, the members wanted to ensure a secure retirement. They decided to join the plan offered by the Western Conference of Teamsters Pension Trust, which would provide them with the security and portability of a union pension.

Pension Tension

In 2003, Local 537 negotiated the Teamsters pension plan for its members. Participation in the company plan would end when the Teamsters plan took



effect. For each active year in the Teamsters plan from 2003 forward, the members would receive a solid 2-for-1 deal—two years' retroactive credit. However, after negotiations, the company pension plan was frozen and the members learned that Albertsons decided to offset any gains under the Teamsters pension against the company pension.

"The company never told us that they would be offsetting. We didn't know about this until a few of our coworkers retired and had about 30 percent of their company pensions taken away," said Aram Boyajian, a 16-year driver.

"They were playing an opportunistic game," said Ted Textor, Secretary-Treasurer of Local 537. "But they didn't plan on how tough and dedicated our members are."

Winning With Card Check

Local 339 Blue Water Workers Win Representation

After 14 months of fighting for union representation, 150 plant workers at the Haas Blue Water Automotive Systems plant in St. Clair, Michigan became members of Local 339 through card-check recognition.

"The Teamsters were really there for us throughout the entire fight," said Al Gerow, a press operator at Blue Water Automotive Systems. "We knew that this union was the right fit for our group."

Local 339 was aware that the workers had been subjected to antiunion tactics from Blue Water throughout the process and were not going to let the vote stand without a challenge. The local already



represented 200 workers at the Blue Water Port Huron facility and, thanks to excellent foresight, had negotiated neutrality language into the contract that covered the entire company.

Getting Results

"We filed a grievance under the Port Huron contract for violation of the neutrality agreement for the Haas workers," said Dale Taylor, Vice President of Local 339. "Not only were we able to get the company to agree to card-check recognition, they waived the one-year bar on union elections that usually follows an NLRB vote."

Taylor felt the keys to the victory were the determination of the workers and the strong backing Local 339 received from Joint Council 43 in Detroit.

"Joint Council 43 really threw their support behind this campaign," Taylor said. "Without them we may have never gotten this result."

Teamsters Triumph

After years of persistence in pressuring the company to fulfill its obligations, the members were victorious. The pension troubles began in 2003 with Albertsons' owner, Albertsons, Inc., which has

"It has been a fight—but the end result is outstanding."

— FRED SWITSER,
WAREHOUSE WORKER

since been taken over by Cerberus Capital Management. The new ownership agreed this year that it would not offset any amounts, meaning whatever the members earned, they will keep. They have retained the full company pension, which will result in a payout in the millions of dollars for the members.

Fred Switzer, a 24-year warehouse worker, attributes the successful outcome to the determination of his coworkers. He feels relieved, knowing that the battle is finally over and was won.

"We wore them down," Switzer said. "They were tired of dealing with us, and the new management didn't want to continue this fight with us—and it has been a fight—but the end result is outstanding."



Waste Not, Want Not

New Solid Waste Division Off to Successful Start

On February 7 and 8, the new Solid Waste, Recycling and Related Industries Division held its first conference in Las Vegas.

"This conference was an excellent way of communicating to the local unions all of our plans for the future of this great new Division," said Bob Morales, Director of the Solid Waste, Recycling and Related Industries Division.

The two-day conference included workshops and lectures by key industry insiders on topics such as division priorities, industry trends, communicating with members and the public, organizing and bargaining strategies.

The conference also allowed for the creation of new avenues of information-sharing between locals.

"We can use this conference as a tool," said Rigoberto "Rigo" Tirado, President of Local 495 in Pico Rivera, California. "This conference allows local leaders to share their experiences with one another, which can be very helpful on all sides. By working together as a team, we gain strength."

There were approximately 135 conference attendees, representing 56 locals and Joint Councils and six International Departments.

Immediate Impact

The new Division has already taken enormous strides forward. A prime example can be seen in the ordinance signed on January 19 by San Francisco Mayor Gavin Newsom requiring any corporation that bids for contracts in the solid waste and recycling industries to guarantee "prevailing wages/benefits and retention of employees' language with full seniority."

The signing took place at a ceremony held in the mayor's office at City Hall and was attended by Morales; Larry Daugherty, President of Local 350 in Daly City, California; and James Furgas, Recording Secretary for Local 350.

"We are really proud of this accomplishment because it was obtained after many months of lobbying the board of supervisors as well as the mayor," Morales said.

The ordinance pertains to all private employers and takes effect immediately.

"We will do whatever it takes to protect our members," Morales said. "It is my intention to take this action to our local unions on a national level so we can ensure continuity of job security for the future. This should send a strong message to the industry to protect members' wages, benefits and seniority."



Certified Success

Local 703 Members Win Better Pay, Benefits and Protection

Leonard Kula has worked for 13 years at Certified Grocers in Chicago and has never been as pleased with his contract as he is now.

"This was the second negotiation that I was involved with and it was even better than the last," said Kula, a shop steward and 29-year Teamster.

Nearly 450 warehouse workers and drivers at Certified Grocers Midwest recently ratified

new contracts, providing for substantial increases in wages, benefits and protections.

"I have to congratulate our two bargaining committees, led by Local 703 President Chuck Murdoch. These agreements protect our members to the fullest," said Thomas W. Stiede, Secretary-Treasurer of Chicago-based Local 703.

The contract was negotiated by a coalition of five

Six Million Dollar Men

Local 1038 Members Win Back Pay Settlements

Late last year, Teamsters working for Hubert Distributors, a wholesale Anheuser-Busch distributor in Oakland County, Michigan, received long-awaited back payments from their employer adding up to nearly \$6 million. Local 1038 has represented workers at Hubert since the 1960s.

"In 1990 during contract negotiations, Hubert Distributors dropped out of a long-standing distributors group and, along with five other companies, became part of an illegal 'joint' bargaining agreement unknown to the union," said Greg Nowak, President of Local 1038. "The secret bargaining agreement had, as its main pur-

pose, reducing wages, eliminating the eight-hour work day, overtime provisions, removing the limit on the number of cases of beer that could be delivered in one day, and introducing a new bulk delivery job classification."

When the employer declared that negotiations were at an impasse in 1991, it instituted cuts in wages, benefits and working conditions. Local 1038 immediately hired a lawyer to assist with filing charges against the employer, but it was just the beginning of the battle.

Dave Dennis, a driver with Hubert since 1978, said that the company's implementation of the contract in 1990 forced him and his wife to make major adjustments at home.

Union Support

"It was pretty ugly," Dennis said. "You hated to go to work, but you had to in order to keep food on the table and keep your house. You were driving into work and feeling pretty sick. I'd never gone through anything like that in my life before."

An administrative law judge found Hubert, in addition to five other companies, had violated parts of the National Labor Relations Act. The five other companies set about reimbursing the affected members of Local 1038. However, Hubert Distributors kept filing objections and it wasn't until 2006 that the National Labor Relations Board ordered Hubert to pay the affected workers back pay, vacation pay, holiday pay and medical reimbursement totaling more than \$5.7 million, plus interest.

Since then, more than 300 members of Local 1038 have been paid amounts ranging from \$85 to more than \$170,000, plus interest.

"The company wanted to break the union financially," Dennis said. "And it was very expensive for the local. The last few years have been hell, but the local union has supported us all along."



locals—Locals 703, 705, 710, 734 and 754—of which the Certified workers are members. Four hundred of the workers are members of Local 703; 33 are with Local 705; and the remaining 16 are divided between Locals 710, 734 and 754. The five locals formed a coalition for greater efficiency, strength in negotiations and to prevent the outsourcing and loss of Teamster jobs.

Teamwork Pays Off

"We worked well together," said Joe Bakes, President of

Chicago-based Local 705. "We stuck together and achieved the protections we set out to gain for the members."

Highlights of the contract include:

- Wage increases of more than \$3.65 per hour over the next three years;
- Guarantees that all existing covered work cannot be outsourced to any of the Fresh Brands or Hansen's distribution centers in Wisconsin;
- Guarantees that Certified will maintain its entire operation in Chicago for the dura-

tion of the agreement; and

- Contributions by Certified to the Health and Welfare Fund for three full years or until age 65 for members who retire with 30 years of service.

In separate negotiations, Local 703 successfully negotiated that nonunion lumpers—workers who unload inbound trucks off the docks—be converted into union positions. The contract also provides that Certified will contribute on more than 200 members into the Local 703 Severance and Retirement Fund—a second

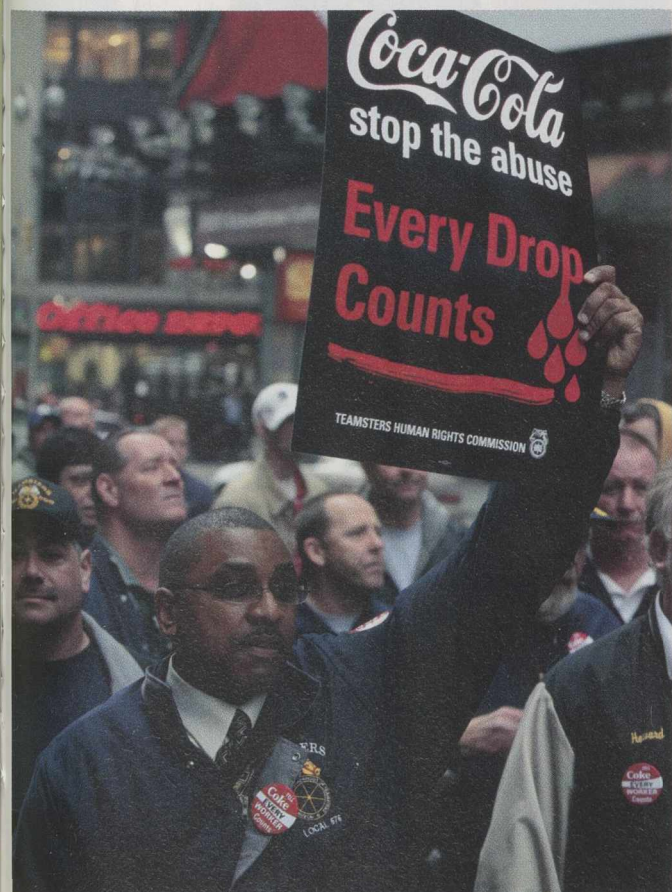
"These agreements protect our members to the fullest."

— THOMAS W. STIEDE, SECRETARY-TREASURER, LOCAL 703.

pension fund—into which the employer already contributes on behalf of 200 other Local 703 members. The current Local 703 members in this fund are receiving a \$118 per week contribution paid by Certified Grocers.

Putting Coke On Notice

Teamsters Converge on Times Square to Protest Coke's Anti-Worker Tactics



Hundreds of Teamsters, joined by environmental, human rights and student activists, gathered in New York's Times Square on April 2 to protest job and health care cuts, and increasing worker and environmental abuses by Coca-Cola and its largest bottler, Coca-Cola Enterprises. Across the country there are numerous CCE contract negotiations currently under way at Teamster local unions.

"With the restructuring that Coke is doing, I am concerned that my family's health care may be cut and that my job could be at risk," said Joe Fajardo, a 13-year Coke worker in Orange, California.

Fajardo, who served in the war in Iraq in the U.S. Navy, had recently applied to work at Coke's new nonunion distribution plant in Southern California, but it became clear the company preferred lower-paid workers without union benefits and job protections.

"After having served our country, my time now needs to be spent taking care of my family," Fajardo said. "Coke

wasn't going to let me be a Teamster and do that."

Nationwide Protests

"Coke is discriminating against union workers, cutting health care benefits and risking American families' futures," said Jack Cipriani, Director of the Teamsters Brewery and Soft Drink Workers Conference.

April's Times Square rally followed a wave of Teamster protests against the country, including leafleting at the Powerrade Drag Racing Series in California, Florida and Texas, and rallies at NCAA Men's Basketball Tournament games, where the union urged the NCAA to drop Coke's high-dollar sponsorship.

At press time, more actions at Coca-Cola events were planned and more Teamster contracts were beginning to be negotiated. "Coke's management is making misguided decisions that are letting down its workers," Cipriani said. "Coke has essentially declared war on workers here in the United States and around the world and the Teamsters will not stand for it."



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Back To School

**1,000 Collier County
School District Workers
Join Local 79**

KATHIE QUEEN HAD BEEN WAITING FOR THIS DAY WITH EAGER anticipation. As the crowd around her grew larger, louder and more congratulatory, it was clear that Queen finally had exactly what she hoped for.

"Everyone had been asking me, 'When are we going to know?' Well, now we know," said the school bus driver upon hearing that she and her coworkers had gained Teamster representation. "We're all elated. The morale is up 500 percent."

By nearly a 10-1 margin, Queen and her Collier County School District coworkers in southwest Florida, voted overwhelmingly for representation by Tampa-based Local 79. After the ballots had been counted, 621 workers had voted for the Teamsters, with only 64 against. The unit consists of 993 custodial, maintenance, food service and production employees, as well as mechanics, school bus drivers, bus attendants and other support staff. The workers, who had previously been represented by another association, became Teamsters via a mail-in-ballot election administered by the Florida Public Employees Relations Commission.

"We are honored to have these dedicated, hardworking individuals as members," said Ken Wood, International Vice President for the Southern Region and President of Joint Council 75 and Local 79 in Tampa. "This victory would not have been possible without the collaborative efforts of the International Union, Local 79 and the new members themselves working together for change."

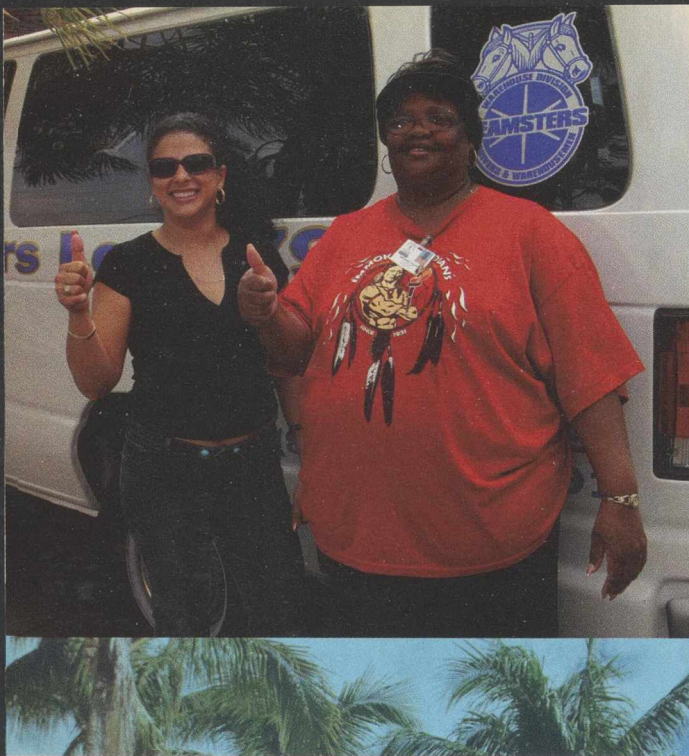
The campaign to organize the unit kicked off in September 2006. Since then, organizers from the International Union, Joint Council 75 and Local 79 have worked tirelessly alongside the workers to assist them in forming their union.

Building Their Union

"We were here to help, but our message all along was, 'You are the union. This is your union and you need to build it,'" said Randy Pines, an organizer with Local 79. "They knew they needed to work together as a team because the union is only as strong as they are."

The strength and dedication of the workers contributed greatly to their win. While they were ecstatic about becoming Teamsters, the workers were Teamsters in spirit long





before the ballots had even been counted. Through their unity, determination and commitment, the unit was able to work together as a team—an impressive feat considering the employees work in multiple departments at 45 schools spread throughout the county.

"I have seen a lot of closeness since we've been organizing," said John Christianson, who has worked as a welder in the maintenance department for four years. "I think it's through our togetherness that we persevered."

"Everyone was screaming out of happiness," said Giorgio Cotugno, a school bus driver. "I feel good because we have to have someone to represent us and negotiate for us."

Other workers had been excited by the prospect of membership because Teamster membership had already provided for their families. The outcome of the vote was, for them, just as gratifying.

"I think this is awesome because the Teamsters have always done well by my family," said Charlotte Locke, a school bus driver. "My husband and father-in-law have both been Teamsters. I'm happy to be the third one in my family."

"I was so happy that I called my sister right up," said LaVerne Blanford, a nine-year school bus driver. "She lives in Detroit and is a Teamster. She told me the Teamsters are very careful with getting the best language in contracts so there are no loose

ends. I can tell the Teamsters are serious because of how hard they worked with us, and I'm happy to be a part of that."

Team Effort

About 750 workers have already submitted union membership applications, as Florida is a so-called right-to-work state. In other words, 75 percent of the unit had already filled out applications fresh off of the vote for membership. This is no surprise, considering the energy the district employees put into forming their union. The workers formed a committee, attended rallies and picnics, went on house calls and took part in phone banking, among other activities.

"I'm really glad to see how big a margin we won by, thanks to the Teamsters and all the work we've done," said Leslie Colburn, a school bus driver. "I've talked with custodians and people I normally wouldn't have seen much before thanks to us coming together for this cause."

Colburn's coworker, Gail Paxson, also a school bus driver, realizes that the payoff came from a solid team effort.

"Everyone has been really helpful. People worked together hoping for a better future," Paxson said.

Edelmiro Diaz, a five-year maintenance employee with the district, demonstrated the commitment exhibited by the workers from the very beginning of the campaign.

"I went to all the picnics, rallies and

meetings. I am a committee member and was very active with house calls and phone banking," Diaz said. "I was able to use my Spanish to help out."

Bilingualism is Key

Diaz's language skills were particularly useful in house calls and phone banking. Diaz came to the United States from Cuba in 1972. As a native Spanish speaker, he was able to communicate with his coworkers who speak little English.

What is unique about the district employees is their diversity. The school district employees hail from Cuba, Mexico, Chile, Peru, Italy and Russia, among other countries. However, the largest minority represented are Latinos, many of whom did not have enough English to understand the unionization efforts. This language barrier was overcome by Spanish-speaking organizers from the International Union and Local 79. Workers like Diaz, who are fluent in both English and Spanish, also used their skills to communicate with their coworkers while organizing.

José Alonso has worked as a carpenter and locksmith in the district's maintenance department for the past 17 years. Alonso came to America from Mexico almost 30 years ago and took an active role in forming the union.

"I translated forms and went door to door to tell people about how we were organizing," Alonso said. "I remember

Second Language Skills

Spanish Speaking Organizers Prove Vital

In Spanish, "Con la union esta la fuerza" means, "With the union there is strength." This is how Aleli Ortiz, a custodian with the Collier County School District, feels. Ortiz may have had a difficult time expressing this sentiment, if not for a Spanish-speaking staff of Teamster organizers.

According to the U.S. Bureau of Labor Statistics, Latino and Hispanic Americans are among the fastest growing segments of the working population in the United States. Hispanics will account for about 13 percent of the labor force in 2008. Yet, in 2006, they had the lowest rates of union membership.

This is one of the reasons the Teamsters have strengthened their staffing to accommodate a growing need for bilingual organizers. More than 25 percent of International Union organizers speak Spanish.

Nelson Rivera, an International Union organizer who worked on the Collier County School District campaign, is a Spanish-speaking organizer who recognizes the importance of second language skills in unionization efforts.

"Language skills are important and I've seen the union change over the years and move forward," Rivera said. "We have moved up with the times."

Rivera, and his fellow organizers on the district campaign, knows the importance of bilingualism. They have several recommendations for communicating with workers who speak one language—in this case, Spanish:

- Be sensitive to cultural differences: Not all native Spanish speakers are the same. Depending on the culture, the same words and phrases can have very different meanings. A word or phrase that is acceptable to a Puerto Rican may not be to a Mexican. Be aware of the culture and linguistic variations. Also know the history of the country—talking about unionism with a Puerto Rican may be very different than with a Cuban.
- Communicate in person: A coworker or organizer's presence may be needed to show the importance of the cause. Fliers work well, but having someone there to hand out the flier is even more effective. In the Collier County School District campaign, the workers received fliers that had already been translated into Spanish—in person—from a Spanish-speaking organizer.
- Explain the unionization process: Many workers who have immigrated from other countries may not understand the unionization process as it is in the United States, or they may not understand it at all. They may also have some preconceived or negative notions about unions based on their experiences back home. It's the role of organizers to explain that the union is theirs to form and that it is there to benefit them.



The Rank-And-File Difference

Member Organizers Help Secure Victory

Teamsters with Local 79 recognize how important it is for rank-and-file members to get involved with organizing.

"Organizing is our future," said Ray Lester, a 20-year driver with Roadway Express in Tampa and a member of Local 79. "I feel good knowing I'm helping people better themselves and get their share."

Lester was one of a dozen Local 79 members who, as part of a "Rapid Response" team, helped organize Collier County School District employees. The members gave up their weekends and traveled hours from home to empower other workers to form their union with the Teamsters.

Hector Basulto, a steward at UPS and a 26-year member of Local 79, was motivated at the membership meetings to get more involved. Working with the district employees gave Basulto a sense of fulfillment beyond what he expected to encounter.

"The big thing I saw was the desire they had within themselves to want to be Teamsters," Basulto said. "They are devoted. Their exuberance and strength is infectious and I'm proud of them."

Sedric Hall, who has been employed by the Collier County School District for the past 10 years, was inspired by the devotion of the member organizers and would like to get involved himself in the future.

"I would love to take part in being a member organizer," Hall said. "I would speak nothing but positives about the Teamsters."

when I first came here and how it felt to not be able to communicate. I feel happy to be able to talk to people to give them hope for the future."

Diaz and Alonso have both lived in the United States for decades. However, many of the workers with whom they communicated in their native tongue had only recently settled in the United States. For these workers, the process of unionization was unfamiliar.

"They all come from different backgrounds," Alonso said. "Some of them have never heard of unions. I told them not to be afraid of becoming a union member because it's how you get respect for your rights."

Determined Group

No matter the extent of their language skills, all of the workers made a greater effort to communicate with each other.

International Union Organizer Leon Smith and Local 79 Recording-Secretary Steve Mosley have 75 years as solid Teamster members between them. They witnessed first-hand how the workers over-



came obstacles to work together.

"Their enthusiasm was incredible," Smith said. "They are one of the most determined groups of workers we've seen over the years," Mosley added.

Brien MacNicol witnessed solidarity among his coworkers that he had not seen in the 24 years he has worked for the district as a mechanic.

"Everyone has been focused on how to stick together and we had to overcome the language barrier to do that," MacNicol said. "We have people here from all over the world, which made it hard to communicate, but while we were working on forming the union, we had to get things across."

Whatever language the workers speak, they spoke with one voice on Election Day. It was then that they realized the promise of a better future, which is what brought many of them to this country in the first place.

"When I first came here, I didn't speak any English," Diaz said. "This country has opened doors for me and having a union will open even more doors for all of us."

Giving Back

Being a Teamster has certainly opened doors for Joanne Schuler, a UPS driver with Local 79. When Schuler first began work at UPS she was a single mother of four children, three of whom were under the age of 10. Through the pay, benefits and working conditions provided by her Teamster contract, Schuler has been able to raise her children and live a comfortable life. This is why Schuler volunteered her time to help the Collier County School District workers become Teamsters.

"I see this as my way of giving back for what the Teamsters have done for me," Schuler said. "I can't explain the satisfaction I get when you see the light bulb go on, when people understand how important it is to be in a union."

Schuler is one of a dozen Local 79 members who devoted their weekdays and weekends as volunteer organizers. As part of a "Rapid Response" team, the members passed out materials, visited homes and talked to workers.

Through the "mighty army" of member, International Union and local

"Through this, I've come to see what a true brotherhood the Teamsters really are. They pull together. We pull together. That's what the brotherhood is all about."

— SCOTT MACNICOL, WELDER, COLLIER COUNTY SCHOOL DISTRICT

organizers, the district employees were empowered to work as a team to achieve Teamster membership. Now they are looking forward to beginning negotiations with the Collier County School District, which remained neutral during the organizing campaign. The new members are hoping to gain what they deserve for their hard work and dedication.

Looking Forward

Enter Naples, the county seat of Collier County, and you will experience Millionaires' Row—lavish homes covered by lazy palm trees—and warm Gulf Coast beaches that stretch for miles. Just outside of Naples is the town of Immokalee, home to several county schools. It's also a place where homes are boarded up, roosters run the streets and the word "poverty" is an understatement.

The growing gulf between rich and poor and the disappearing American middle class is no more evident than in Collier County, the largest and most expensive county in Florida. The cost of living here is nearly 7 percent higher than the state average. The district employees are looking to make a dent in the ever-increasing cost of living.

"It's hard to keep up with the times—gas prices are going up and, with the hurricanes, house insurance has gone up, too. We're looking forward to a contract with fair pay, benefits and working conditions," said Mary Weeks, a 22-year painter in the maintenance department.

"I believe we are stronger as a union and I am hopeful for negotiations, that we can gain more respect because of our union power," said Hope Perez, a school bus driver.

"I believe 100 percent in unions," said Darryl Briscoe, a food service worker. "I'm

looking forward to a positive outcome from negotiations."

Betty Chubb, a school bus driver, also believes in the positives of union membership.

"I have been waiting for this for a long time," Chubb said. "I believe the Teamsters can help protect us and enable us to have a good working relationship with our employer."

True Brotherhood

Whether they are skilled as painters, welders, drivers, plumbers or groundskeepers, the workers take pride in their jobs and in their newly formed union.

"United as one body with the skills provided us by the Teamsters, I know we can provide our community with the integrity and pride of excellence that all deserve," said Michael Kirksey, a school bus driver.

Scott MacNicol's 87-year-old father also has a proud union history. In the 1970s, the elder MacNicol came to Collier County from Detroit—where unions are strong—and organized district workers. Scott, a welder in the maintenance department, helped bring a strong union back by going on house calls. He wanted a union that would include the needs of every individual.

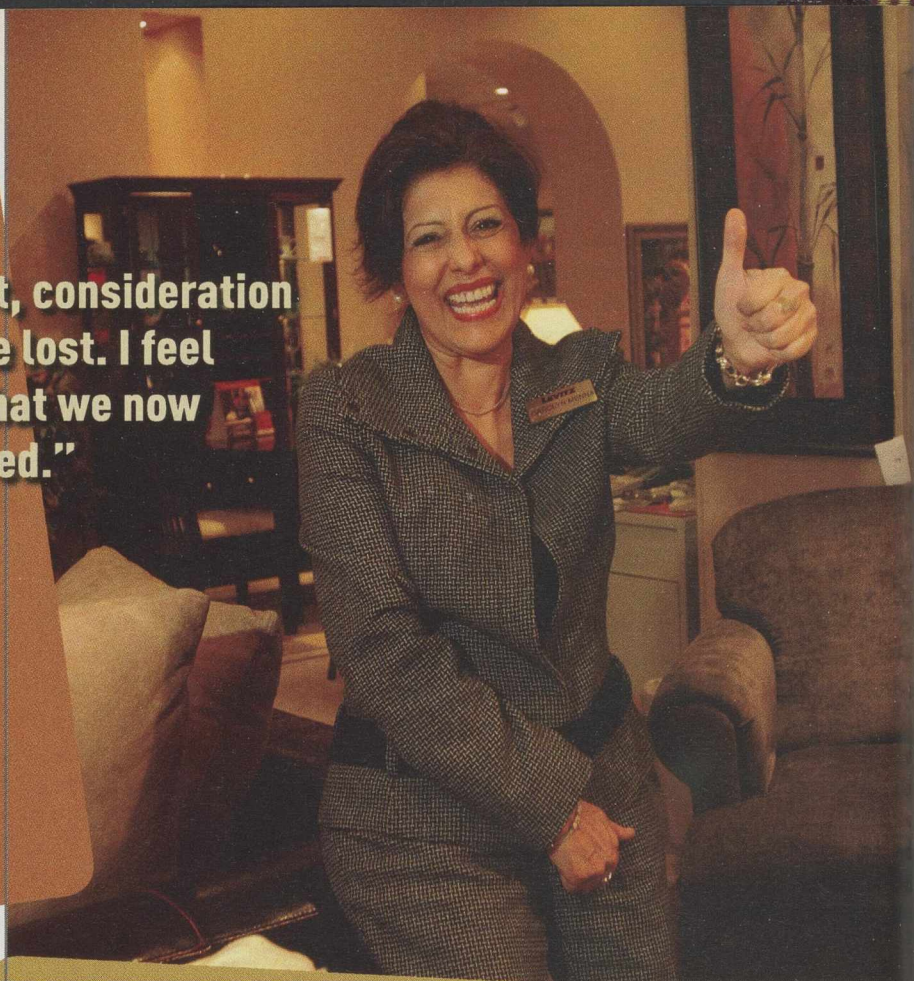
"Through housecalling I met all kinds of workers—from custodians to maintenance people—and learned what the concerns were for their work sites," MacNicol said.

MacNicol learned a lot during those visits to his coworkers.

"Through this, I've come to see what a true brotherhood the Teamsters really are," MacNicol said. "They pull together. We pull together. That's what the brotherhood is all about."

"We need some respect, consideration and to get back what we lost. I feel more secure knowing that we now have the backing we need."

— RICH TAMAYO, LEVITZ SALES ASSOCIATE



NATHAN MAY LOVES THE BUSINESS OF SELLING FURNITURE, and so do his fellow sales

associates at Levitz Furniture in Queens, New York.

"We come in early, stay late and give 110 percent," May said. "We do our jobs no matter how management treats us, but we needed to step up because we weren't being treated right."

Recently, more than 300 full-time and part-time sales associates at 29 Levitz Furniture locations throughout New York and New Jersey voted to join the Teamsters. By nearly a 3-1 margin, the sales associates overwhelmingly chose Local 810 in New York as their bargaining representative, bringing sales associates at all of Levitz's East Coast locations under Teamster representation.

"I was very impressed with their determination," said Lou Smith, President of Local 810. "They stood united and strong and did a great job of winning a better future for themselves and their families."

Pulling the Carpet

The sales associates sought help from the Teamsters after seeing major changes in

their working conditions. Their commission structure, as well as vacation and sick pay policies, had recently been changed. The changes provided the workers at multiple Levitz locations with the momentum to work collectively for improvements.

The biggest issue was the change in the commission structure.

"We had the carpet pulled out from under us with the change in the commissions," said Rich Tamayo, a sales associate at Levitz in Fairfield, New Jersey. "This is a career for us—it's our livelihood—and they kept taking more and more away from us."

Commissions at Levitz had traditionally been awarded as a percentage of sales—the bigger the sale, the higher the commission. The new structure retained the percentage method, but added that commissions would be determined by taking a 26-week average of sales which had a

substantial impact on their salaries.

"The commission structure changed without any discussion," said John Liu, a sales associate at Levitz in Middle Village, New York. "They gave us something and then took it back and it means a lot of people are losing a lot of money. We just want to get paid for the work we do and not a penny more than we're entitled to."

In addition to commissions, the sales associates were also concerned with recent changes to the vacation and sick pay policy. The pay, which had been calculated based on the previous year's sales for an associate, is now determined by a flat rate. With health benefits costing up to \$570 a month per employee for family coverage, the sales associates are also seeking a more affordable health care plan.

Love of Unity

"Levitz's slogan is, 'You'll love it at Levitz,'

Furnishing

but we liked to say, 'You'll love it at Levitz—once you become union,'" said Tom Feeley, a business agent with Local 810.

Teamster membership was hard-won for the sales associates. The drive to organize began at the Levitz store in Middle Village with Rafael "Leo" Rosario, a sales associate who was dissatisfied with recent changes to policies on the job. Realizing that Levitz employees at other stores were experiencing the same concerns, he reached out to his coworkers at other locations. Rosario was subsequently terminated. The National Labor Relations Board has issued a complaint and a hearing will soon be held. Rosario has since been hired as an organizer by Local 810, where he put his skills and knowledge to use in organizing the sales associates.

"Leo really stepped up and led us in

the right direction," May said. "When he was terminated a lot of people were angry and it made them more determined to unionize."

This determination was necessary for the workers, who faced a fierce anti-union campaign by the company, including anti-union literature and DVDs.

In an anti-Teamster DVD shown to the sales associates, the narrator makes the claim that, "The Teamsters are an outdated union with a history of questionable values and poor financial practices. They are a union that has had limited success in convincing anyone that their services are worth the cost of dues."

"We knew this was ridiculous and untrue. They came on way too strong," said Anil Kapoor, a sales associate at Levitz in Garden City, New York. "We wanted

to be Teamsters because we knew the difference that it would make."

Selling a Victory

A salesman by profession, Kapoor is skilled in the art of persuasion. Nonetheless, he says it didn't take much to convince his coworkers that joining the Teamsters was the right thing to do.

"I had the unique advantage of being able to explain to my coworkers, from personal experience, all of the benefits that come with being a Teamster," Kapoor said.

Kapoor is one of 70 sales associates who were members of Local 810 while working at Seaman's Furniture. When Seaman's merged into Levitz several years ago, the sales associates began work at Levitz, but as nonunion employees.

"I worked for Seaman's as a Local 810 member for 10 years so I was vested with

A Win



Sales Associates at Levitz Join Teamsters

my Teamsters pension," Kapoor said. "I had to explain to some of my coworkers at Levitz—who have worked here for 10 or 15 years and have never been in a union—what a pension is."

Charles Lendhard, a sales associate at Levitz in Bronx, New York, was also a Teamster while working for Seaman's and is looking forward to the opportunity to regain what he had as a union member.

"I had an ideal situation—fully paid medical, a good pension, fair treatment, job security and the protection of having a union," Lendhard said.

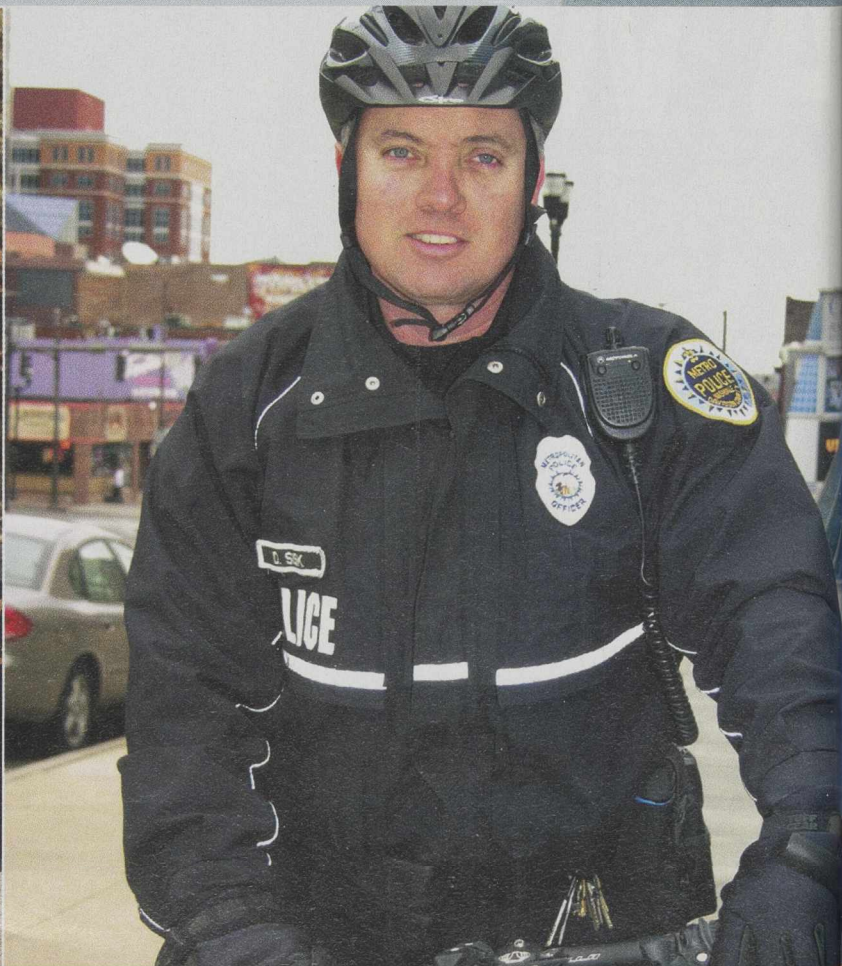
Tamayo hadn't been a Teamster in the past, but is looking forward to what being a Teamster will mean for his future.

"We need some respect, consideration and to get back what we lost," Tamayo said. "I feel more secure knowing that we now have the backing we need."

"Clearly, the Teamsters are committed to becoming the preeminent Union for law enforcement officers." — STEVE RICHMOND, PRESIDENT OF LOCAL 1149

POLICE STORY

**Campaign to
Organize Law
Enforcement
Continues To Grow**



When a police officer encounters a dangerous situation he or she can't handle alone, backup is called and other officers are dispatched to help.

But what if a group of law enforcement workers runs into a situation where they are powerless against management? When they need backup, they call the Teamsters Union.

"We saw the powerful representation that Local 391 brought to other public employees, such as school workers," said Rick Armstrong, a police officer in Raleigh, North Carolina who was recently organized by the Teamsters Union. "Our officers look forward to working with the Teamsters to build an even stronger police force protecting Raleigh."

Armstrong is one of many law enforcement workers around the country who is realizing that, sometimes, those doing the protecting can use some help of their own.

TLEL

In recent months, the Teamsters have been successfully organizing law enforcement workers. The local unions that comprise the Teamsters Law Enforcement League

(TLEL), which provides representation to more than 1,400 law enforcement agencies across America, continue to win organizing campaigns.

Recently, police officers in Raleigh voted to join thousands of their fellow officers across the country in becoming members of the Teamsters Union. By a vote of 113-2, the Raleigh officers chose to affiliate with Local 391, which has offices in Raleigh, Greensboro and Reidsville.

"We are proud to welcome these brave men and women into our union," said Jack Cipriani, Local 391 President. "Too many times, we see criminals enjoying more rights than the officers who protect our families. We look forward to using the strength of the Teamsters to remedy that situation."

Bill of Rights

Raleigh officers are seeking an "Officers' Bill of Rights" that codifies their personal rights in all aspects of the job, from wrangling criminals to writing traffic tickets.

Currently, there is no uniform standard in the state of North Carolina for officers' rights. Without such a standard, Raleigh officers risk becoming subject to legal action through their performance of regular police duties.

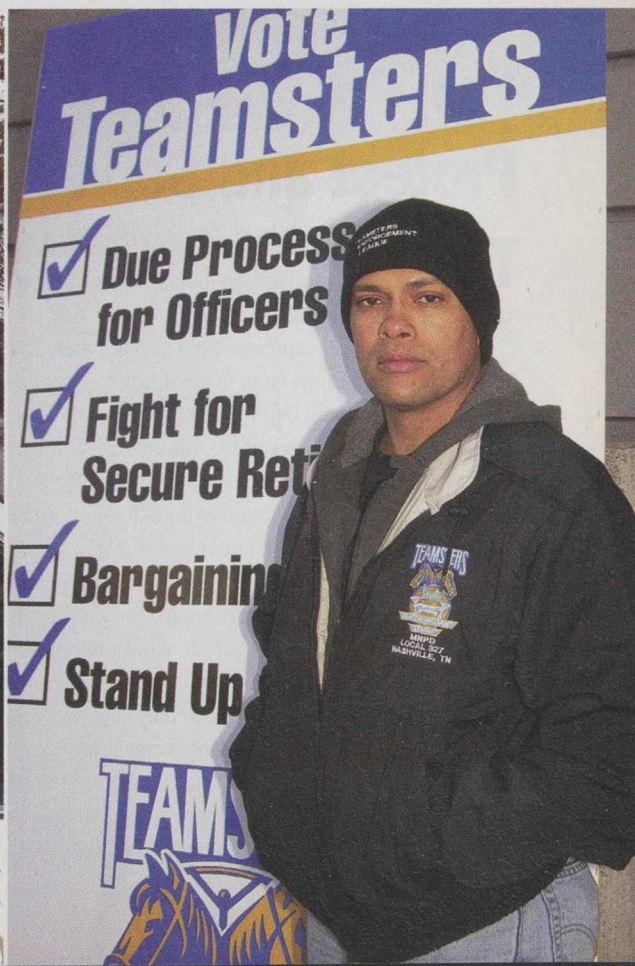
Though North Carolina law prohibits public workers from exercising their fundamental right to collective bargaining, the Teamsters are committed to lobbying local and state government to improve working conditions for public employees, including school workers and police officers.

"We're not stopping with the police in Raleigh," said Steve Jones, Organizing Director for Local 391. "We have received inquiries from police officers in more than half a dozen other cities across the state. The Teamsters will help any police officer who needs representation. Together, we will lobby the General Assembly for an Officers' Bill of Rights and other benefits."

Shelby County

Shortly after the victory in Raleigh, nearly 300 officers from the Shelby County Deputy Sheriff's Association voted unanimously to affiliate with Local 667 in Memphis, Tennessee.

The workers sought the Teamsters after management indicated its desire to make changes to the association that would weaken its ability to effectively represent the officers' interests. The unit spoke with one voice, voting 296-0 to affiliate the two



labor organizations.

"For the first time in our history, we called for backup, and I am very glad the TLEL was there to answer the call," said Dan Chapman, Vice President of the Deputy Sheriff's Association and eight-year veteran. "The support of the Teamsters certainly improves our ability to negotiate a fair contract."

Management at the department had also attempted to gut the memorandum of understanding (MOU) between the county and the 398 officers that are part of the association, making changes to the grievance and disciplinary processes, including eliminating some administrative hearings substantially weakening officers' protections, overtime after 40 hours and adding language that weakens the structure of the Deputy Sheriff's Association.

Mobilizing Resources

Henry Perry, President of Local 667, said the union can provide resources to the deputy sheriffs they wouldn't have access to prior to the affiliation.

"We don't think the answer to rising crime rates is to take rights away from the very people who put their lives on the line

every day fighting to protect us," Perry said. "We've reached out to the sheriff and hopefully we can get this issue resolved in a way that is mutually beneficial to all parties involved."

Organizing law enforcement workers on a national level is an important initiative for the union, and the Teamsters are prepared to offer any support necessary to resolve this dispute.

"We're mobilizing resources to Memphis and preparing to counter any anti-union behavior by the sheriff," said Jesse Case, National Campaign Coordinator for the Teamsters Law Enforcement League. "Clearly, the Teamsters are committed to becoming the preeminent union for law enforcement officers."

Nashville Win

One of the most important recent victories for the TLEL was when more than 1,200 Metropolitan Nashville police officers chose the strength of the Teamsters to help them fight for a secure retirement, due process and respect on the job.

The victory was not an easy one and it required help from Teamster law enforcement workers from all over the country. It

didn't happen overnight, either. The police officers approached the Teamsters Union only after decades of empty promises from a fraternal organization that was representing them.

"The victory in Nashville continues our broad initiative for the Teamsters to become the national voice for these special Americans who protect and serve us all," said Jim Hoffa, Teamsters General President. "We are now ready, willing and able to go out and bring other units of police officers under the banner of the Teamsters. We have the knowledge, the experience and determination to make sure that their dedication and their willingness to put their lives on the line every day does not go unrewarded."

Other Victories

Organizing public employees on a national level has always been an important initiative for the Teamsters Union. Public service workers, particularly those in law enforcement, represent a great number of people who not only desperately want Teamster representation, they are actively pursuing their goal.

Nashville, Raleigh and Memphis workers are only the beginning. In the last few months, the Teamsters Union has

TLEL: Protecting Those Who Protect and Serve

The Teamsters Law Enforcement League (TLEL) was established within the union to address the needs of those who keep inmates inside prison walls, fight crime on the streets and make sure our public institutions are safe.

The TLEL provides representation to more than 1,400 law enforcement agencies across America. The TLEL works hand in hand with the local unions, the Public Services Division and the Government Affairs Department to secure the best representation and retirement benefits in the industry to members of the law enforcement community.

The TLEL fights daily to increase standards for law enforcement members. TLEL members know that their voices are heard and get the best representation available in disciplinary and administrative hearings and at the bargaining table.

TLEL members are covered by a national legal defense program, which provides legal protection for civil and criminal matters as well as internal affairs investigations and Grand Jury preparation. Our members choose their own attorneys for civil and criminal incidents, even if their employer provides one. Even if Teamster law enforcement members are moonlighting (secondary employment) or off duty, they have civil and criminal protection as long as they are working in the capacity of a law enforcement officer.

The TLEL has worked around the country to pass pension transparency ordinances, a bill of rights for law enforcement officers and continually works to enact and strengthen collective bargaining bills for members of the law enforcement community.



also organized law enforcement workers in such places as Upstate New York and Wasilla, Alaska. In November 2006, officers with the Wasilla Police Department voted to join Local 959 in Anchorage, Alaska.

"The Wasilla officers wanted the best union to represent them, so they turned to the Teamsters," said Derek Musto, an organizer with Local 959. "The officers wanted the Teamsters because of a lack of grievance procedures and arbitration rights, and they have been fighting for these kinds of basic necessities for years."

The TLEL not only helped in the Alaska victory, but also a November 2006 victory in the Village of North Syracuse in New York. The public employees, who joined Baldwinsville, New York-based Local 1149, secured a card-check agreement. More than 90 percent of the workers signed cards declaring their desire for Teamster representation.

"The TLEL is building a reputation as the strongest union for police officers across the country," said Steve Richmond, President of Local 1149. "We look forward to giving these workers the experienced and competent representation they deserve."

Record of Excellence

According to the U.S. Department of Labor's Bureau of Labor Statistics, only 36.2 percent of the public sector workforce was unionized as of last year. This means a lot of American workers remain unorganized—and unprotected.

Public employees organize for the same reasons as other workers. They want fair pay and benefits. They want to be treated with respect. They don't want to be subjected to arbitrary discipline. They want to be able to retire with some economic security.

Public service employees organize with the Teamsters because the union has a record of excellence for winning good contracts for government workers. The Teamsters understand the intricacies of organizing and bargaining in the public sector, and the TLEL has shown on many occasions to be the best at organizing and bargaining for these law enforcement workers.

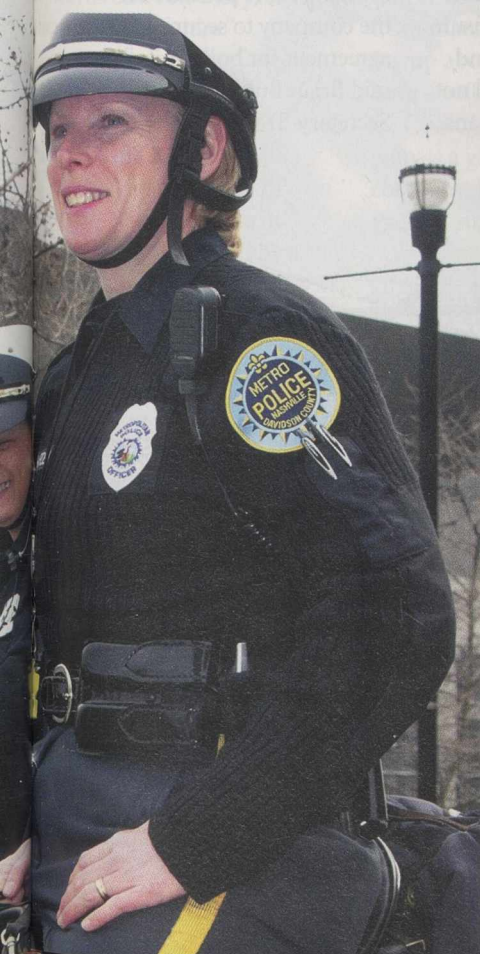
Powerful Advocates

"Politicians used to get elected by promising to cut taxes," said Carroll Haynes,

Director of the Teamsters Public Services Division. "The political climate has changed and local politicians today will win elections by promising improved services from state and local government. More than ever, workers need a strong representative like the Teamsters to advocate for them."

These and other officers who have joined the Teamsters have gained the backing of the union's 1.4 million members. Officers from around the country who are represented by the Teamsters say the union has delivered for them and has made their jobs better, allowing them to have a voice on the job.

"The Teamsters bargain for better pay and better pensions," said Officer Scott Frantz, a 14-year veteran of the Daytona Beach, Florida Police Department, and a member of Local 385 in Orlando. "The union also fights hard for improved working conditions and has done a great job addressing disciplinary issues. These are issues for police officers everywhere, and the Teamsters have a proven track record on these issues."



Dignity At The Dairy

Trauth Dairy Workers Vote to Join Teamsters

Jim Tomaskevitch, a Trauth Dairy worker in Kentucky, was in a divided workplace. He and his coworkers were being mistreated by management until they hit upon an idea that changed everything: It was time to unionize.

On January 11, 20 workers at Trauth Dairy in Louisville, Kentucky voted to join Local 89. Later that same month, 11 workers at a different Trauth facility joined Local 135 in Indianapolis.

"Joining the Teamsters is going to bring us together

in a unity we haven't been able to obtain at the company," said Tomaskevitch, a route driver at Trauth Dairy in Louisville for more than nine years. "It has been a very divided workplace for the last several years. Becoming Teamsters will turn that around."

The workers' main issues of concern are job protection, equality and fair treatment, dignity and respect on the job, and improved health insurance.

"These workers looked at what Teamsters at other dair-

ies were getting and saw how much the union could do for them," said Kevin Evans, Organizing Director for Local 89 in Louisville.

Protecting the Members

"Securing a Teamster contract would hold management responsible for their actions when they violate their own policies," said Warren Tooley, a driver for Trauth Dairy since 2001. "It would level the playing field so that both the company and the workers have rights."

Milk and ice cream delivery drivers, transport drivers and warehousemen will be impacted by this vote.

"By forming their union with the Teamsters, these

workers will gain the benefits of a union contract and ensure that rules and policies will not change," Evans

said. "Everything is spelled out in the contract and not up to management's discretion."

Better Benefits

Workers at the Trauth Dairy in Indianapolis, like the unit in Kentucky, will be bargaining soon. The workers in Indianapolis also joined the Teamsters for issues of respect and benefits.

"The workers want to receive fair wages, improved health care and retirement security," said Jeff Combs, a Local 135 organizer, who worked with fellow organizer Mike Gillespie on the campaign.

"We expect to get to the bargaining table as our brothers in Louisville are negotiating their first union contract, bringing more pressure on the company to secure a fair agreement for both units," said Brian Buhle, Local 135 Secretary-Treasurer.



LOCAL 707

Cardinal Health

Sixty drivers at Cardinal Health in New York voted by a 4-1 margin to join Local 707 to fight for better health-care coverage and to address other concerns.

The drivers with Cardinal Health in Montgomery, New York voted 48-12 to join Local 707 in Brooklyn. The workers deliver medical supplies to area hospitals.

"The workers are seeking better health care coverage and they are concerned about job security and work rule changes," said Kevin McCaffrey, President of Local 707. "They want their rights and benefits spelled out in writing in a Teamster contract. We will focus on negotiating a strong contract for these drivers that will address their concerns and one that will give them a secure future."

LOCAL 722

Mid-States Express

Fifty-five drivers with Mid-States Express in Peru, Illinois voted by a 3-1 margin to join Local 722 in La Salle, Illinois.

"These workers approached us mainly because they were tired of taking out second mortgages on their houses to pay for their doctor's bills," said Steve Mongan, President of Local 722.

The number one issue that led to the vote was health insurance.

LOCAL 350

Coastside Scavenger Company

Forty-five drivers, mechanics and helpers at Coastside Scavenger Company in

Pacifica, California, voted in favor of joining Local 350 in Daly City.

"Joining the Teamsters will bring a lot of security to these workers and provide them with new benefits they've never had," said Bob Morales, Secretary-Treasurer of Local 350 and Director of the Solid Waste, Recycling and Related Industries Division.

The workers' main issues of concern were securing pensions, respect and fair treatment on the job.

"There are a lot of people working at Coastside who are related to management and tend to be treated more favorably than others," said Larry Daugherty, President of Local 350. "Now that the workers have formed their union with the Teamsters, they will no longer have to fear retaliation from management for speaking up about inequality. They have a voice now."

Coastside Scavenger Company is a garbage and recycling company. It has been serving Pacifica since 1950.

LOCAL 714

MedStar

MedStar workers recently voted in favor of joining Local 714 in Berwyn, Illinois.

"This is a great victory for the MedStar workers and the Teamsters," said Aubrey Smith, a Local 714 business representative. "The vote proves that this group is ready to stand up to their employers and get some changes made."

There are 139 new Teamster members at MedStar in Bellwood, Illinois, including drivers, dispatchers, mechanics,

attendants, billers and trainers. They approached the Teamsters in October after MedStar management took away all personal days.

"Local 714 is very happy to welcome the new members," Smith said. "The MedStar workers needed a strong voice. Now that they are Teamsters, they have one."

LOCAL 252

American Building Maintenance/Rochester School District

Workers who keep schools clean in Rochester, Washington recently voted to join Local 252 in Centralia, Washington, by a more than 2-1 margin.

The 15 workers are employed by American Building Maintenance, which has the contract for janitorial services for the Rochester School District.

"These employees sought Local 252 for representation to improve their wages and other working conditions," said Rick Engelhart, an organizer for Local 252.

LOCAL 703

Bill Dorn Company

Lower delivery drivers at Bill Dorn Company recently voted to become members of Local 703 in Chicago.

Joint Council 25's Organizing Department assisted the local in the successful campaign.

"This is a great group who deserves a lot more from their employer," said William P. Logan, Joint Council 25 Managing Director of Organizing. "Now that they are Teamsters, they will be able to get a high

level of representation."

The drivers approached the Teamsters about joining the union because of their disappointment with wages, benefits, lack of raises and favoritism.

"Local 703 is very happy to welcome our new members," said Sam Sienna, a Local 703 business agent. "We are going to work hard to effect changes to make these drivers' jobs better."

Bill Dorn Company is the second largest seller of wholesale flowers in the country. The new Teamster members deliver wholesale flowers around the Chicagoland area.

GCC/IBT LOCAL 3

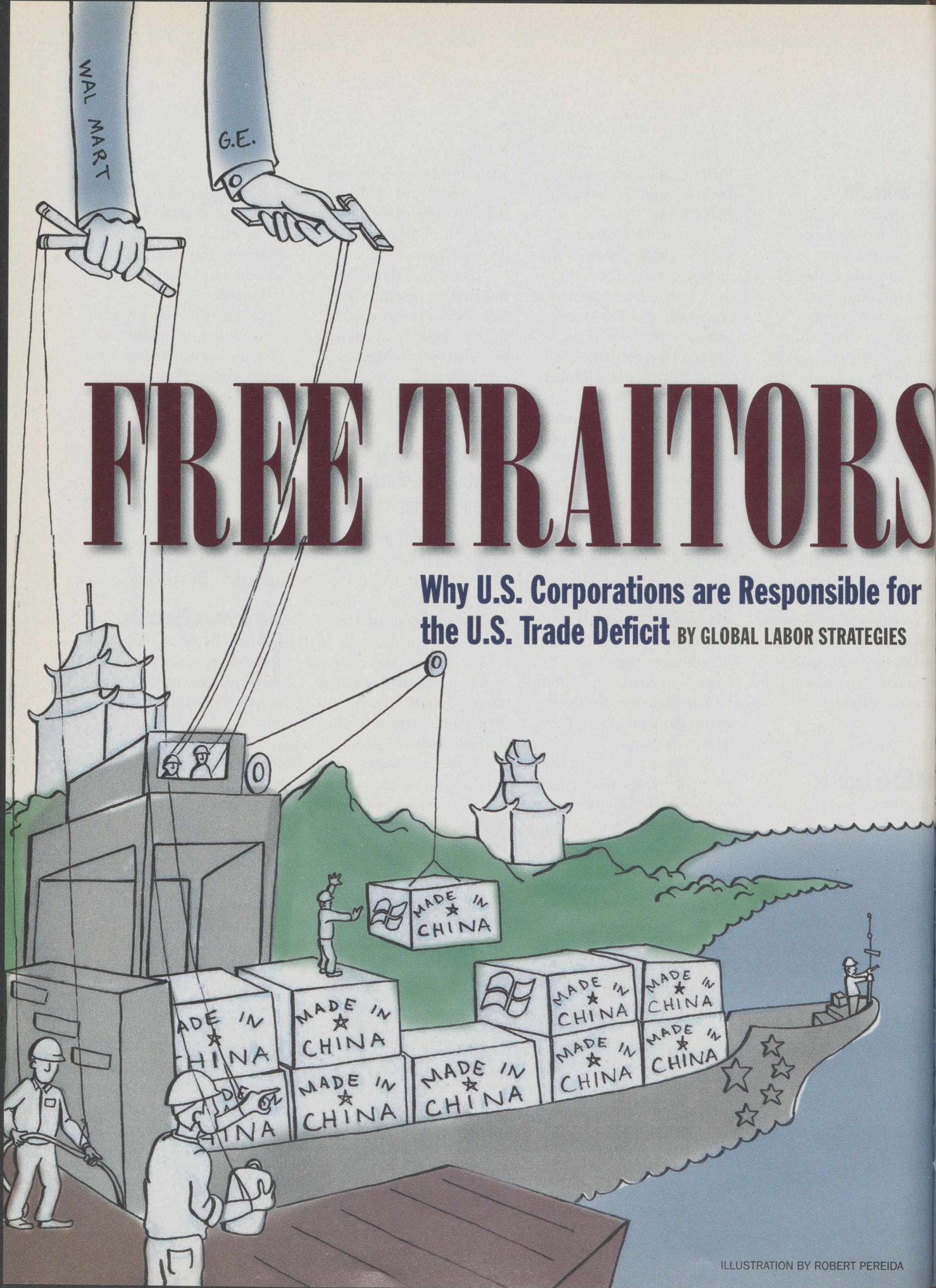
Journeyman Press Inc.

GCC/IBT Local 3 recently completed a successful organizing drive at Journeyman Press Inc. in Newburyport, Massachusetts.

The Boston-based local achieved voluntary recognition for the full-time bindery workers through card-check authorization, with all eight workers voting unanimously to join the union.

"The unanimous vote clearly showed that these employees know the value of union representation," said Martin Callaghan, GCC/IBT Local 3 President.

GCC/IBT Local 3 quickly capitalized on the organizing victory by securing a first contract with Journeyman Press, which includes holidays, paid vacation time and pay increases for their newest members. The new agreement runs until July 31, 2008.



FREE TRAITORS

**Why U.S. Corporations are Responsible for
the U.S. Trade Deficit** BY GLOBAL LABOR STRATEGIES

PRODUCTS MADE IN CHINA ARE EVERYWHERE. The trade deficit with China is a major political issue in Washington. But who's really exporting all these "Chinese" products? The truth is that 60 percent of the goods imported from China to the U.S. are not produced by Chinese companies at all. They are produced by U.S. and other global corporations and their subsidiaries.¹

Over the past two decades, global corporations have flocked to China largely to find lower labor costs. They make money by paying Chinese workers low wages and exporting the products to the U.S. and other countries. Others move to take advantage of booming U.S.-China trade or to tap into the growing Chinese market. Among those setting up shop in China are big Teamster employers like UPS, Yellow Freight, Anheuser-Busch, Coca-Cola, PepsiCo, Kraft and TNT.

Walk down the aisle of any big box store and look at the labels on the products. It's no surprise that many will say "Made in China." But more often than not, the names on the products are not Chinese, but well known U.S.-based companies. China is now the U.S.'s second biggest trading partner after Canada in the dollar value of trade, and many experts predict it will soon be number one. But that trade is less with China than with global corporations that have set up in China to make money by exporting products back to the U.S.

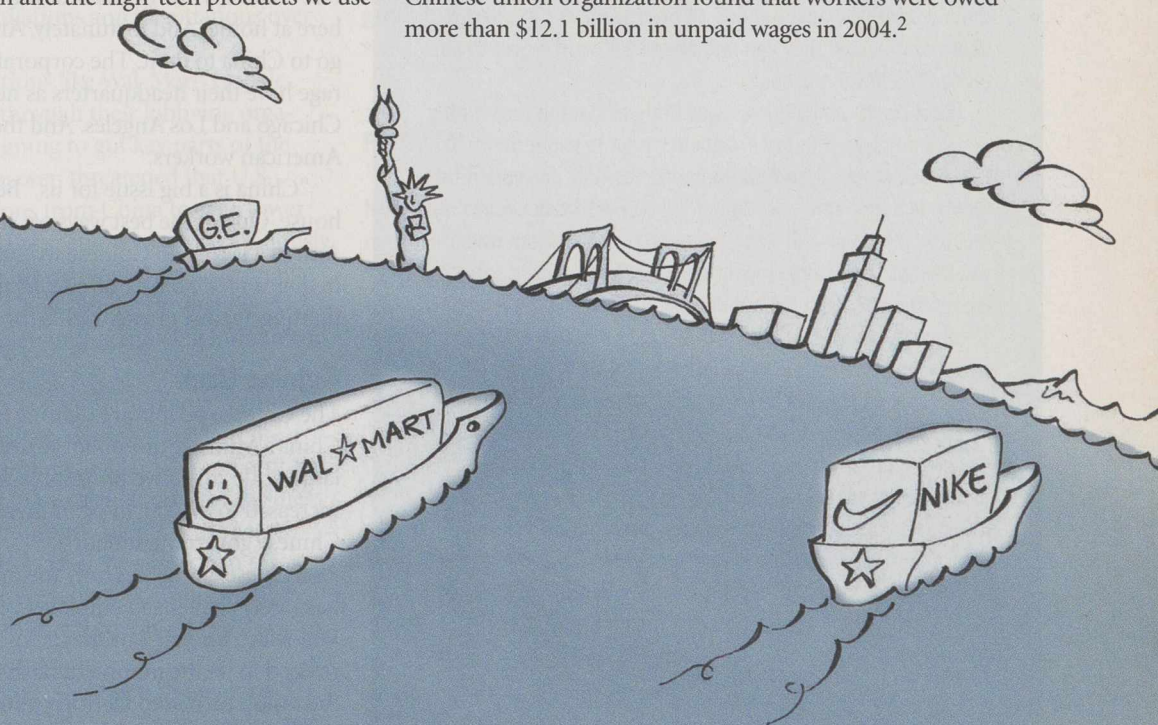
What's more surprising is the range of goods that are exported to the U.S. from China. From the shoes and socks on our feet to the clothes on our backs, the toys our kids play with, the computers we use, to the televisions we watch, China produces both the low-tech and the high-tech products we use every day.

Downward Pressure

If Wal-Mart were a country it would be China's eighth biggest trading partner. In a real sense, the much talked about U.S. trade deficit with China is really a trade deficit with firms like Wal-Mart and GE.

Global corporations use lower labor costs in China to put downward pressure on wages and working conditions for workers in other countries. China increasingly sets the global norm for wages and working standards as it attracts jobs at both the high and low ends of the production chain. Workers, communities and countries throughout the world face the challenges posed by the emergence of China as a global economic powerhouse.

The Chinese economy is growing faster than any other country in the world, but the fruits of that growth are not being shared fairly with China's workers. There are widespread complaints of unpaid wages, long hours without overtime pay, unsafe working conditions and severe violations of labor rights. According to Chinese government figures, in 2005 alone more than 12 percent of Chinese workers were paid lower than the modest national minimum wage. A recent study by the official Chinese union organization found that workers were owed more than \$12.1 billion in unpaid wages in 2004.²



Time for a New Direction on Trade

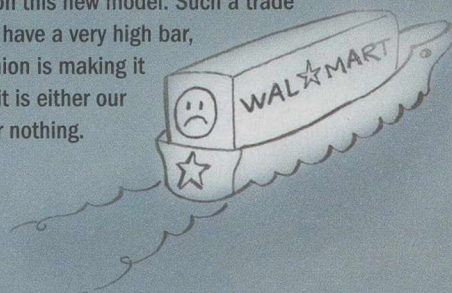
The November elections were about America wanting a new direction for the country. The Teamsters will be reminding Congress that, in order to keep this new majority we helped elect, they must do right by Teamster members. This includes changing the direction of our trade policies.

It's not that Teamsters are against trade. In fact, some segments of our union benefit from trade. It's the way in which trade has been done. Fast Track, NAFTA, CAFTA, the WTO and the other free trade agreements (FTAs) are nothing more than off-shoring agreements that have made it easier and more beneficial for U.S. companies to shop for the cheapest sweatshop wage and weakest labor laws. Also, it was NAFTA that started this long battle on unsafe trucks from Mexico. As long as the FTAs continue to promote a race to the bottom, the Teamsters will strongly oppose them.

The Bush administration wants Congress to pass the Peru, Colombia and Panama FTAs this year. The Teamsters will continue to fight to stop these FTAs one by one if necessary. The union has told Congress to not even think about considering an FTA with Colombia, the number one trade unionist killing country of the world. With the Peru and Panama FTAs, we told them to start the negotiations all over again. It's a new day, a new majority, and they can and must do it, or it's best to put those FTAs in the trash.

Fast Track, which takes away Congress' trade negotiating power and gives it to the President, is set to expire June 30. Fast Track makes it so that Congress has only one vote after an FTA is negotiated and signed. When Fast Track expires, it must be replaced with a fair negotiating mechanism which will benefit Teamsters, encourage organizing, help create jobs in the U.S., respect our democracy and protect national security. It's time for a responsible trade model instead of the current one that is only about killing U.S. jobs and exploiting workers across the globe to benefit the pockets of rich CEOs.

The Teamsters Union is working with members of Congress on this new model. Such a trade model will have a very high bar, and the union is making it clear that it is either our high bar or nothing.



Teamster Action

The Teamsters Union actively keeps abreast of developments in China and on developing strategies to cope with the rise of China as a global power through the Global Strategies Unit of the Teamsters Strategic Research and Campaigns Department.

"Local bargaining is not so local anymore," said Tim Beaty, Teamsters Director of Global Strategies. "A local union is often sitting across the bargaining table from a huge global company with operations in China and other countries we need the clout to match. The Global Strategies Unit helps provide the research and strategies to beef up our efforts at contract time or when we're in an organizing drive."

One indication of just how seriously the Teamsters Union takes the issue of China is the upcoming May fact-finding mission to China by General President Jim Hoffa. Hoffa will talk to Chinese officials, union representatives and experts and visit the operations of U.S.-based companies to get a first-hand view of what's happening on the ground in China.

Bad conditions for Chinese workers are bad for American workers. They force us to compete with people who are deprived of the most basic labor rights. It is doubly shocking that American corporations are lobbying against expanding the rights of Chinese workers. Especially when those very corporations are the ones who are exploiting Chinese workers and then shipping what they produce back to the U.S.

Protecting the rights of Chinese workers against such corporate attacks is one of the best ways to protect the rights of workers here at home. And fortunately, American workers don't have to go to China to do it. The corporations responsible for this outrage have their headquarters as near at hand as New York, Atlanta, Chicago and Los Angeles. And they are beginning to hear from American workers.

"China is a big issue for us," Beaty said. "It's a global powerhouse. One of the best ways we can help our members in North America is to help Chinese workers fight for more rights and higher wages. So it's outrageous that U.S.-based corporations are fighting against greater rights for workers in China."

Fighting Back

The Chinese people are fighting back. Ten years ago, according to China's Minister of Public Security, there were on average 10,000 large-scale collective protests each year. By 2006, protests had increased to 87,000, most of them worker driven, according to Chinese government figures.³

Chinese law allows only the official union, the ACFTU, which has rarely challenged employers or the government. But when Wal-Mart, known worldwide for its adamant anti-unionism, refused to let the union establish locals in its new Chinese stores, the union turned to tactics reminiscent of those used by U.S. unions, including secret after-work meetings among workers and organizers. Chen Xiongnan, vice director with the general office of the Quanzhou Federation of Trade Unions, told *Asia Times*: "Our success was no accident. We began sending union publica-

tions and newsletters to its staff since the Wal-Mart outlet was established in November 2005, after holding fruitless talks with its management.”⁴

After repeated rebuffs, Xiongnan and his fellow union officials approached the outlet’s employees directly, sometimes in the middle of the night. “It was as if we are working underground,” Xiongnan said.⁵ After the first store was organized, 18 others quickly followed suit. It made headlines worldwide when the notoriously anti-union Wal-Mart gave in and let the union set up locals in its more than 60 stores in China.

Local union officials in China often are part of company management. In Wal-Mart’s case, however, managers will be barred from holding union posts and union officers will be elected by secret ballot from slates nominated by employees but approved by officials of the ACFTU. Australian expert Anita Chen writes, “The way that these...trade union branches got set up was very different from any other in China that I know about.”⁶

Only time will tell how much workers are able to take advantage of such developments to build their power.

New Labor Code

The Chinese government, worried about growing labor discontent, has proposed a new labor code that grants new rights to workers. These do not include the right to form independent unions or to strike; but they do provide minimal standards that are commonplace in many other countries, such as enforceable labor contracts, severance pay regulations and negotiations over workplace policies.

Shockingly, giant U.S. corporations like Wal-Mart, Google, UPS, and Microsoft, directly and through their lobbying organizations in China, began campaigning to gut key parts of the law. Some corporate spokespeople even threatened that U.S. corporations might move operations from China to even lower cost areas if the law was passed. (One corporate lawyer ominously warned, “If the law is too negative for employers then we might see a slowdown of recruitment.”⁷) This despite the fact that U.S. corporations have repeatedly claimed they are raising human and labor rights standards abroad.

The lobbying campaign by U.S. corporations actually forced the Chinese government to drop some, though not all, of the law’s protections for workers. According to a lawyer representing numerous corporations in China: “Comments from the business community appear to have had an impact. Whereas the March 2006 draft offered a substantial increase in the protection for employees and a greater role for unions than existing law, [the new draft] scaled back protections for employees and sharply curtailed the role of unions.”⁸

But the corporations’ campaign also produced a major backlash around the world from labor and its allies. For example, John Monks, General Secretary of the European Trade Union Confederation, demanded that “European companies should behave outside Europe as they are supposed to do inside. They should cer-

One indication of just how seriously the Teamsters Union takes the issue of China is the upcoming May fact-finding mission to China by General President Jim Hoffa. Hoffa will talk to Chinese officials, union representatives and experts and visit the operations of U.S.-based companies to get a first-hand view of what’s happening on the ground in China.

tainly not act to drive standards down...I think it urgent that we reach some understanding about what is acceptable behavior.”⁹

Such labor pressure helped to force the European Chamber of Commerce in China to retract its initial opposition to the new law.

Individual companies responded too. Nike, a major producer in China, disassociated itself from the efforts of U.S. corporate lobby AmCham to gut the law. Now labor and human rights groups around the world are supporting efforts to further strengthen the law before its final passage.

FOOTNOTES

¹ Neil C. Hughes, “A Trade War with China?,” *Foreign Affairs*, July/August 2005, www.foreignaffairs.org/20050701faessay84407/neil-c-hughes/a-trade-war-with-china.html

² Lui Cheng, “The Draft Labor Contract Law of the PRC and Its Background,” March 11, 2007. On file with GLS.

³ www.taipeitimes.com/News/world/archives/2006/11/08/200335355; see also <http://www.speroforum.com/site/article.asp?id=8281>

⁴ www.atimes.com/atimes/China_Business/HH24Cb03.html

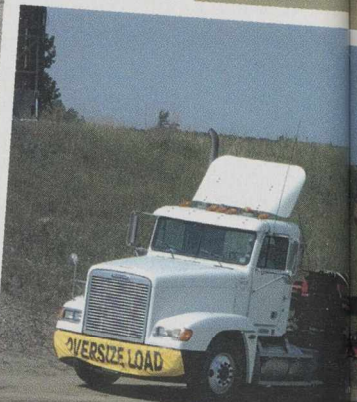
⁵ Ibid.

⁶ Email onfile with GLS

⁷ Fergus Naughton, “China to Revise Employment Law, Tighten Employee Safeguards,” *AFX International Focus*, February 13, 2007.

⁸ Andreas Lauffs, “Employers Face Tougher Rules: Upcoming changes to employment contract law are likely to further constrain the policies of foreign companies in China.” Quoted in *Financial Times*, January 31, 2007.

⁹ See ETUC General Secretary John Monks statement “Europe’s Trade and Investment with China: Challenges and Choices.” Available at: www.etuc.org/a/2612



HELP WANTED

Pipeline Jobs Exploding Across the U.S.

The need for experienced Teamsters to fill pipeline construction jobs is expected to explode in 2007 as a record level of pipeline construction gets under way across the United States.

In addition to a surge in new projects, many experienced pipeliners are retiring. Up to 1,000 Teamsters will be needed over the next several years just to keep up with the demand, union leaders say.

"There's no reason for a Teamster with construction and pipeline experience to be out of a job," said Richard Stern, Director of the Teamsters Building Material and Construction Trade Division. "There are hundreds of jobs available today and thousands more expected to come online this year. If a driver is willing to travel, he or she can make a good living on these jobs."

For example, a Group 2 Teamster in the southern states of Texas, Oklahoma, Arkansas, Louisiana, Tennessee, Mississippi, Alabama, Georgia, Florida, North Carolina and South Carolina, can earn

\$21.39 per hour; a stringer truck driver can earn \$22.64 per hour. Pipeliners can expect to work 10 hours per day, six days per week, and maybe more.

Rates by Region

Pay rates vary by region, but all Teamsters work under the National Pipeline Agreement, which covers all local and traveling workers on projects throughout the continental United States. And new pipeline construction is anticipated in every corner of the nation.

According to research by Industrial Resources of Sugar Land, Texas, spending on new pipeline projects in the United States is expected to double, from \$5.6 billion in 2006 to an anticipated \$11.3 billion this year. That money will be poured into nearly 100 pipeline-related projects across the country.

The majority of the spending, Industrial Resources says, will be concentrated on 25 projects in the Rocky Mountain region. The

Great Lakes area, followed by the Midwest, Northeast and Southwest, will also see sizable projects get under way this year.

Local Jurisdiction

When jobs begin, contractors have the ability to bring in many of their regular Teamster workers, and the local union with jurisdiction in that area can refer local members to the contractor. In this case, local hires are paid local wages, and fringe benefits go to the appropriate local fringe benefit fund.

But the majority of pipeline workers are travelers, mainly because pipeline jobs are located all over the United States, and in many local unions are unable to provide a full complement of local labor. Under the National Pipeline Agreement, travelers are paid the local wage rate; however, their fringe benefits go directly to the Central States Benefit Funds. This prevents travelers from having contributions into multiple benefit funds.

The majority of Teamster work is in moving the pipe from the railhead or port to the job site. This is typically a two-step process where pipe is trucked into storage sites, then carried, mostly off road along pipeline right-of-ways, to the work site. Depending on the type of pipe, flat beds, high decks or steerable stringing trailers could be used. Pipe lengths could reach 80 feet.

Meeting the Demand

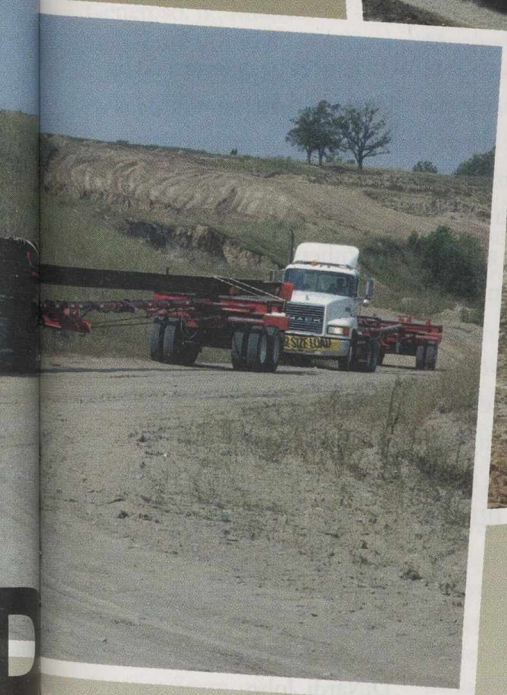
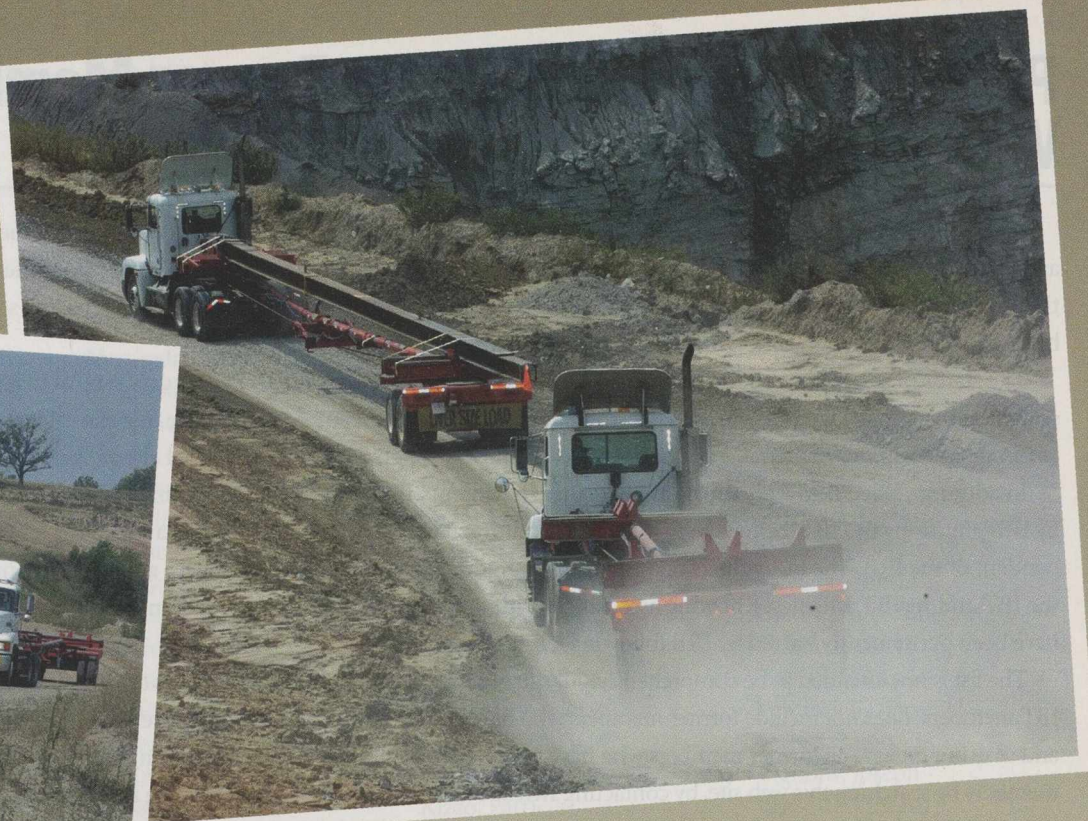
The biggest demand right now is for experienced stringing truck drivers, Stern said. If you qualify, contact the Division at 202-624-6885.

"We can inform them about which locals are looking for pipeliners," he said. Teamster members can also review the Building Material and Construction Trade Division online job bank (www.teamster.org/divisions/bmctd/job_bank.htm). Some jobs are already listed and others will be posted as information becomes available.

The Division is ramping up the number of training opportunities. The Teamsters National Pipeline Training Fund is seeking input from various Southern Region Teamster local unions on holding a training program for stringer drivers and possibly other training specific to pipeline construction. Up to 200 Teamsters will be needed to accomplish the 350 miles of pipeline construction scheduled across Louisiana and Mississippi this year.

The Training Fund also has programs available for those who meet the following prerequisites:

- Must be willing to travel;
- Class A commercial drivers license with no restrictions;
- Clean driving record;
- Hazardous materials endorsement preferred;
- Passenger endorsement preferred; and
- Must have hardhat, safety glasses, gloves and steel-toed shoes.



Prohibited Association With Former Members Who Have Been Permanently Barred

Under the IBT Constitution and the Consent Decree, members are prohibited from knowingly associating with members and associates of organized crime and persons who have been permanently expelled or barred from the IBT. Knowing association by a member with any barred person can lead to significant disciplinary consequences, including suspension from membership, suspension from Union office or employment or a permanent bar.

The status of members and former members who have been subject to IRB charges can in most instances be determined by searching the website www.irbcases.org. Although the IBT makes every effort to ensure that the information on the website is current and accurate, you should not necessarily assume that a person not listed on that site as "barred" is not actually barred.

In addition, listed below are most of the former IBT members who have been permanently expelled or barred from the IBT by IRB and/or by the IBT. Below the first list is an additional list of those persons who have been as a result of IBT action independent of the IRB. The individuals on both lists are enjoined from having contact with active IBT members or employees of the IBT and/or IBT affiliates. Knowing association with these individuals is prohibited on the same bases as with persons who have been permanently barred by IRB following a full hearing.

The list is not intended to be comprehensive. It does not include members or associates of organized crime who were never IBT members, does not include former members who have only been suspended or who are not otherwise permanently barred, and may not include all former members who have been permanently barred. Members can determine the status of former IBT members by searching this web site, by contacting IRB at 1-800-CALL-IRB or by contacting the IBT's legal department at (202) 624-6945. Members are also expected to stay current with actions taken by the Union and IRB, which are regularly published in the *Teamster* magazine.

Persons Permanently Barred Pursuant to Action Initiated by the IRB

Abbate, Joseph
Adamo, Frank
Adelstein, Bernard
Agathos, John
Agliata, Peter
Akalski, John
Alfieri, Victor
Aligo, Joseph
Alimena, Ralph J.
Allocca, Francis
Antoun, Anthony
Bane, Michael
Barbato, Salvatore
Baron, Perry
Baron, Thomas
Baroncelli, David
Barretta, Jack M.
Barretti, Jr., Philip
Barretti, Philip
Bavaro, Pasquale
Bellemare, Andrew
Bellocchio, Scott
Bennett, Eugene
Bernstein, Joseph
Bilotti, John

Bizenza, Richard
Boano, Michael L.
Boggia, Glenn
Bourgal, Michael
Brovarski, Theodore J.
Brown, Timothy
Buckley, James
Bush, Sr., Earl D.
Calagna, Anthony
Calagna, Sr., Anthony
Calcagno, Robert
Caldwell, Walter
Camadeco, Benjamin
Cammaranno, Jr., Joseph
Cammaranno, Sr., Joseph
Canino, Sam
Capone, Albert
Capone, Stephen
Caracciolo, Dominick
Carbone, Michael
Carbone, Ronald
Carey, Ron
Cataldo, Salvatore
Cerbone, Thomas
Chiavola, George
Ciesla, Richard
Cimino, Joseph
Ciner, Eugene

Coli, James L.
Compono, John
Congemi, John
Connolly, Leo
Cordato, Vincent
Corrallo, Gerald
Cozza, Theodore
Cozzo, James Vincent
Crapanzano, L. Robert
Crapanzano, Pasquale
Crapanzano, Patrick
Crawley, Chuck
Cumella, Jasper
Cuozzo, Anthony
Cutolo, William
Czernel, Chester
D'Aiuto, John
D'Ambrosio, Rocco
D'Amico, Ralph
D'Andraia, Ralph
DeAngelis, Louis
Dellorusso, Patrick
Delsardo, Ralph
DeStefano, Albert
DiFronzo, Peter M.
DiGangi, Michael
DiGirlando, Nick A.
DiLeonardo, Michael

DiNardi, Anthony
DiNardi, John
DiTomasso, Marie
Donahue, Dennis
Doris, Maria
Dougherty, Edward
Doyle, Scott
Dyson, Ronald
Esposito, Louis
Faicco, Alfred
Fandacone, Anthony
Fappiano, Frank
Fasulo, Philip
Fattizzi, Dina
Fattizzi, Vincent
Fattizzi, Vincent
Fazio, John
Feinstein, Barry
Feola, Vincent
Ferchak, William
Ferrara, John
Ferreri, Ralph
Festa, Modestino "Augie"
Fields, Lon
Fiumfredde, Frank
Friedman, Harold
Froncillo, Dominick
Furstman, Theodore N.

Fusco, Carmine
 Fusco, Dominick
 Galante, James
 Gallina, Andrew
 Garafola, Edward
 Garbarino, Anthony
 Garono, Lawrence
 Geller, Mitchell
 Generoso, Jr., Michael
 Generoso, Vincent
 Genoese, William
 Georgopolous, John
 Giannattasio, Marisa
 Gibney, George
 Girlando, Joseph
 Glimco, Joseph
 Gonzalez, Edwin
 Gugliaro, Vincent
 Guglielmo, John F.
 Guidice, Dominick
 Hamilton, William
 Hanoian, Paul
 Heim, Donald
 Herron, Murlene
 Hickey, Dennis C.
 Hickey, Dennis E.
 Hittner, Elyse
 Hittner, Jeffrey
 Hittner, Mark
 Hittner, Seymour
 Hoff, Walter
 Hogan, Joseph
 Hogan, William T.
 Hohmann, John
 Houmis, Mark
 Ianniello, Michael
 Igneri, Anthony
 Immerglick, Roger
 Incandella, Frank
 Ingrassia, Jr., Joseph
 Isner, Raymond
 Kapp, Bruce
 Kikes, John
 Kolakowski, Zbigniew
 Kosey, Joseph
 Lanza, Charles
 Lanza, Louis
 Lark, Jr., Clarence
 Lauro, Costabile
 Leidl, Randolph
 Ligurotis, Daniel C.
 LoDolce, Joseph
 Loguidice, Michael
 Lombardozzi, Camillo
 Lombardozzi, Daniel
 Lombardozzi, George

Long, John F.
 Lunati, Frank M.
 Lunati, Louis
 Maddaloni, Michael
 Madonna, Aniello
 Maldonado, Fausto
 Malena, Michael
 Mall, Richard
 Manfredi, Antonio
 Manfredi, Corrado
 Manfredi, Nick
 Mangine, David
 Manzo, Frank
 Marchini, Michael
 Marsigliano, Frank
 Martinelli, Henry
 Martinelli, John
 Martinelli, Robert
 Martinelli, Vincent
 Martinez, Edward
 Mastando, John
 McKay, Robert
 McKim, Nellie
 McNamara, Dennis
 McNeil, James
 Menechino, Peter
 Mezzina, Onofrio
 Milano, Dominick
 Miller, Albert
 Milo, Nicholas
 Minichino, Marco
 Mirabello, Michael
 Misuraca, Angelo
 Moar, James
 Mongelli, Paul
 Morabito, Alice
 Moran, John
 Morris, David – LU 320
 Morris, David – LU 707
 Morris, Michael J.
 Morrison, Jerry
 Mule, Joseph C.
 Murray, Joseph
 Musso, Girolemo "Sonny"
 Napolitano, Sr., Morris
 Nardi, Nicholas
 Nave, Jerry
 O'Brien, Charles
 Ortense, Valentine
 Paccione, Adrianne
 Paccione, Angelo
 Padellaro, Joseph
 Paolino, Angela
 Paolino, Angelo
 Paolino, Thomas
 Parise, Jr., Nicholas

Parise, Sr., Nicholas
 Parrino, Anthony
 Passo, Dane
 Piccolo, Anthony
 Picone, John
 Picone, Samuel
 Plinio, Thomas
 Plotnick, Larry
 Polidori, Raymond
 Ponce, Armando
 Porta, Michael
 Proctor, Gary
 Probeyahn, John
 Purpura, Carl
 Rabbitt, Michael
 Rasczyk, Greg
 Razza, Anthony
 Rea, Armando
 Reynolds, Andrew
 Rheinhardt, Robert
 Richardson, Gary
 Riley, Robert
 Rizzo, Anthony
 Rizzo, Patricia
 Roach, Christopher
 Roberto, Joseph
 Robilotto, Nicholas
 Ross, Charles
 Ross, Josef
 Rumore, Anthony
 Ryan, Thomas
 Sacca, Dominic
 Sainato, Anthony
 Salcedo, Sergio
 Salerno, Cirino (Charles)
 Salerno, Frank
 Saltalamachea, Henry
 Sansone, Robert
 Santora, Gene
 Sass, Gary
 Sasso, Robert
 Scaffidi, Anthony
 Scalza, Perry
 Scalza, Richard
 Scalza, Robert
 Schweitzer, Henry
 Sciarra, Michael
 Scognamiglio, James
 Selvaggi, Warren
 Senese, Dominic
 Senese, Lucien
 Senter, Anthony M.
 Sirabella, Anthony
 Sirico, Robert
 Skeries, Robert
 Slemko, Daniel

Sombrotto, Vincent
 Sottile, Pasquale
 Spada, John
 Spencer, Robert
 Sperando, John
 Spranzo, Carlo
 Stauffer, Joseph
 Stein, Larry
 Stella, Ronald
 Talerico, Joseph
 Tamily, Henry
 Taylor, John
 Tennenbaum, Bernard
 Tomanelli, Michael
 Tortorici, Philip
 Triano, Robert
 Trivigno, John
 Urso-Pernice, Michael
 Valerio, David
 Valerio, Gildo
 Ventimiglia, Pasquale
 Vera, Arcadio
 Vigliotti, Joseph
 Vigliotti, Vincent
 Vitarelli, Sr., Frank
 Vitarelli, Joseph
 Vulpis, Jr., Daniel
 Vulpis, Sr., Daniel
 Vulpis, Dominic
 Vulpis, Dominic
 Wallach, David
 Weinberg, Brian
 Weinberg, Sheldon
 Werthmann, Thomas
 Whitney, Sam
 Wilkens, Jeffrey
 Wilson, Robert
 Winstead, Brady
 Wolf, Rita
 Yannucci, Joseph
 Yera, Maria
 Zancocchio, John
 Zappi, Anthony M.
 Zenga, Daniel

Persons Permanently Barred by the IBT Independent of the IRB

Cashman, George
 DeAngelis, Larry
 Forino, Ronald
 Furino, Anthony
 Sokalski, Wayne

REPORT 101 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: March 29, 2007

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and First Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new report and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORT

JAMES D. JACKSON - LOCAL 299, DETROIT, MICHIGAN

On February 27, 2007, the IRB issued an Investigative Report to General President Hoffa recommending that James D. Jackson, a member of Local 299, be charged with bringing reproach upon the IBT and violating his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa notified the IRB that he adopted and filed the charge. A panel was appointed to hear the charge against Mr. Jackson and a hearing has been scheduled for April 5, 2007.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and a hearing panel was appointed. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate. The IRB then made an application to Judge Preska for review. The matter is with Judge Preska.

B. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing on January 10, 2007. Post-hearing documents have been received and the IRB's decision is in process.

C. GEORGE DiPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that George DiPilato, former President of Local 502, while a member and

the President of Local 502, allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local funds and property to his own use and the use of others, and brought reproach upon the IBT when he embezzled over \$20,000 from Local 502. Mr. Hoffa filed the charges against Mr. DiPilato. Prior to his hearing, Mr. DiPilato signed an agreement seeking to resolve the matter. On March 22, 2007, the IRB forwarded the approved agreement to the District Court for review by Judge Preska.

D. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision is with Judge Preska for review.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdic-

tion is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

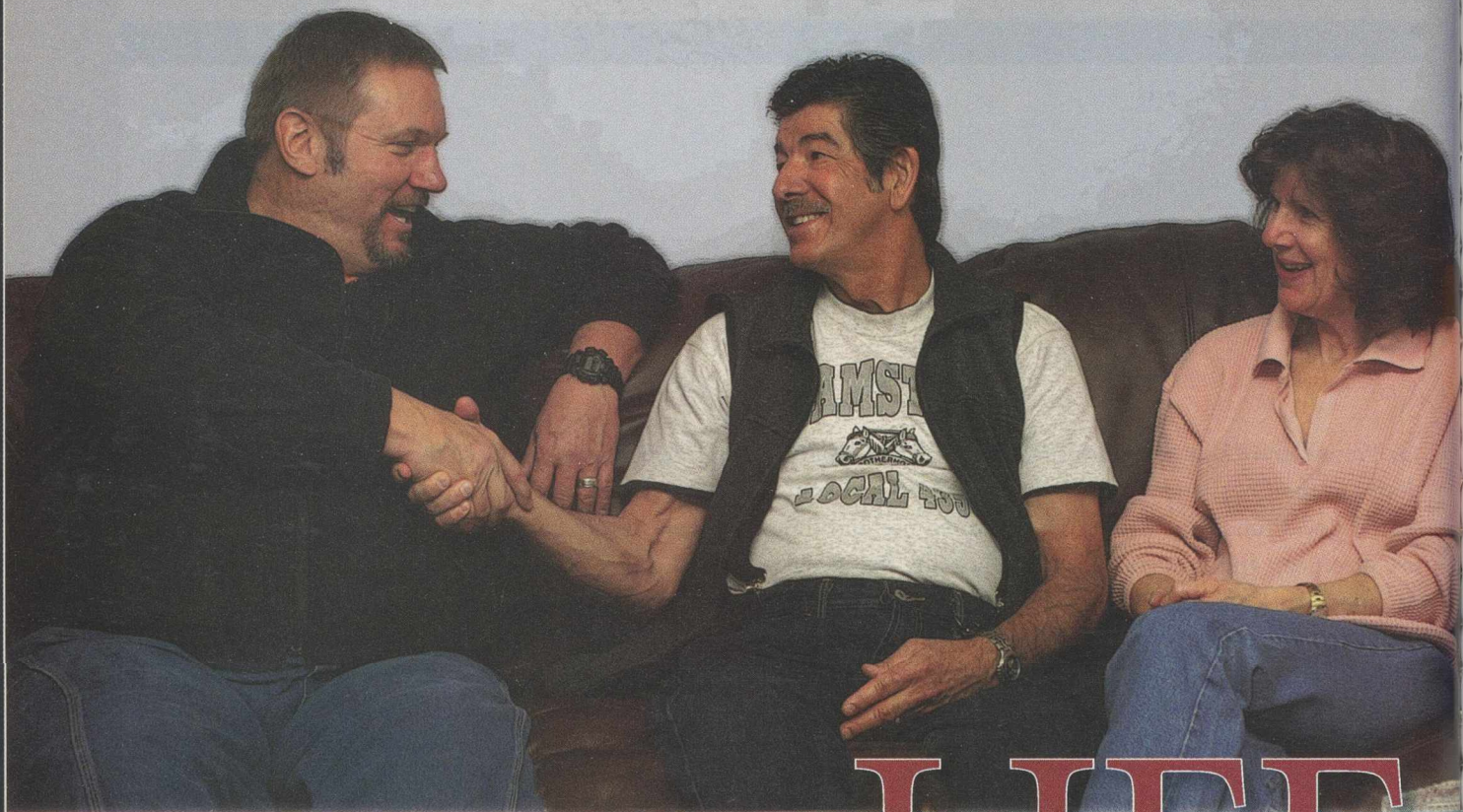
IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



The Gift Of LIFE

Teamsters Support Coworker and Friend

When Tom Rupprecht went into the operating room on January 15, 2007, there were a lot of people pulling for him—his family, friends and the 140 fellow Teamster drivers who helped him get the care he needed.

"I got a lot of support from the guys," said Rupprecht, a Transervice Logistics driver. "It's because we're union that we have such a good working environment. We're family here. They were there for me."

Rupprecht, a 21-year member of Local 435 in Denver, had been on dialysis and on the waiting list for a kidney transplant for more than three years. In that period of time he had been living with the deep anxiety surrounding his condition and, more recently, concerns over his health insurance.

Leftover from contract negotiations in 2005 was a vote that would decide the members' health plan. The choice was between two health insurance providers—Cigna

and Denver Grocers. Cigna was the more expensive of the two providers, but the company agreed to increase wages by the amount saved if the employees chose the less expensive plan. Switching to Denver Grocers would have provided each member with an 80 cent-per-hour raise. Keeping their coworker's condition in mind, the drivers voted overwhelmingly for the Cigna plan.

Union Brothers

"These members really stepped up to the plate to take care of one of their own," said Ron Cash, a business agent with Local 435. "During our meetings they talked about not making the change to a new plan because it would adversely affect Tom. They voted to give up the raise and stay in the health plan that would provide better coverage for their brother."

"Tom was already on the waiting list for a transplant under Cigna. He had doctors with this insurance and there was a ques-

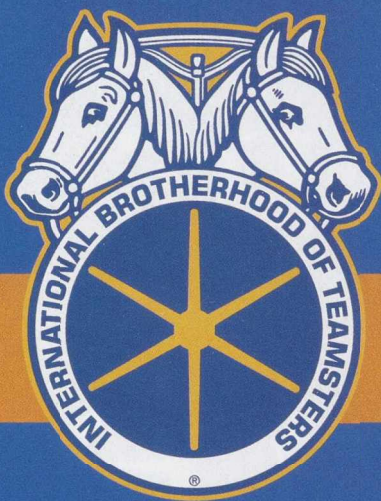
tion as to whether he could get as good a coverage with the change," said Dean Clapper, a member of Local 537 in Denver who has been Rupprecht's coworker and friend for 19 years. "I wouldn't want to be going through any kind of change mid-stream with something life-threatening."

One month after the vote, Rupprecht got the news that a donor had been found. The very next day he received a new kidney and a new beginning.

"All news has been good," Rupprecht said. "I am doing great. I couldn't be better."

Rupprecht is anticipating a smooth recovery period and a return to the job. His friends at work are looking forward to the same.

"I am very happy to see that he is doing so well," Clapper said. "When I visited him a few weeks after the surgery, he was doing great. He has been through a lot. It was good to be able to see him with a smile on his face."



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Secure Your Future

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By Joining DRIVE



DRIVE

Find out more about
this exciting program
to build Teamster power
on the web at

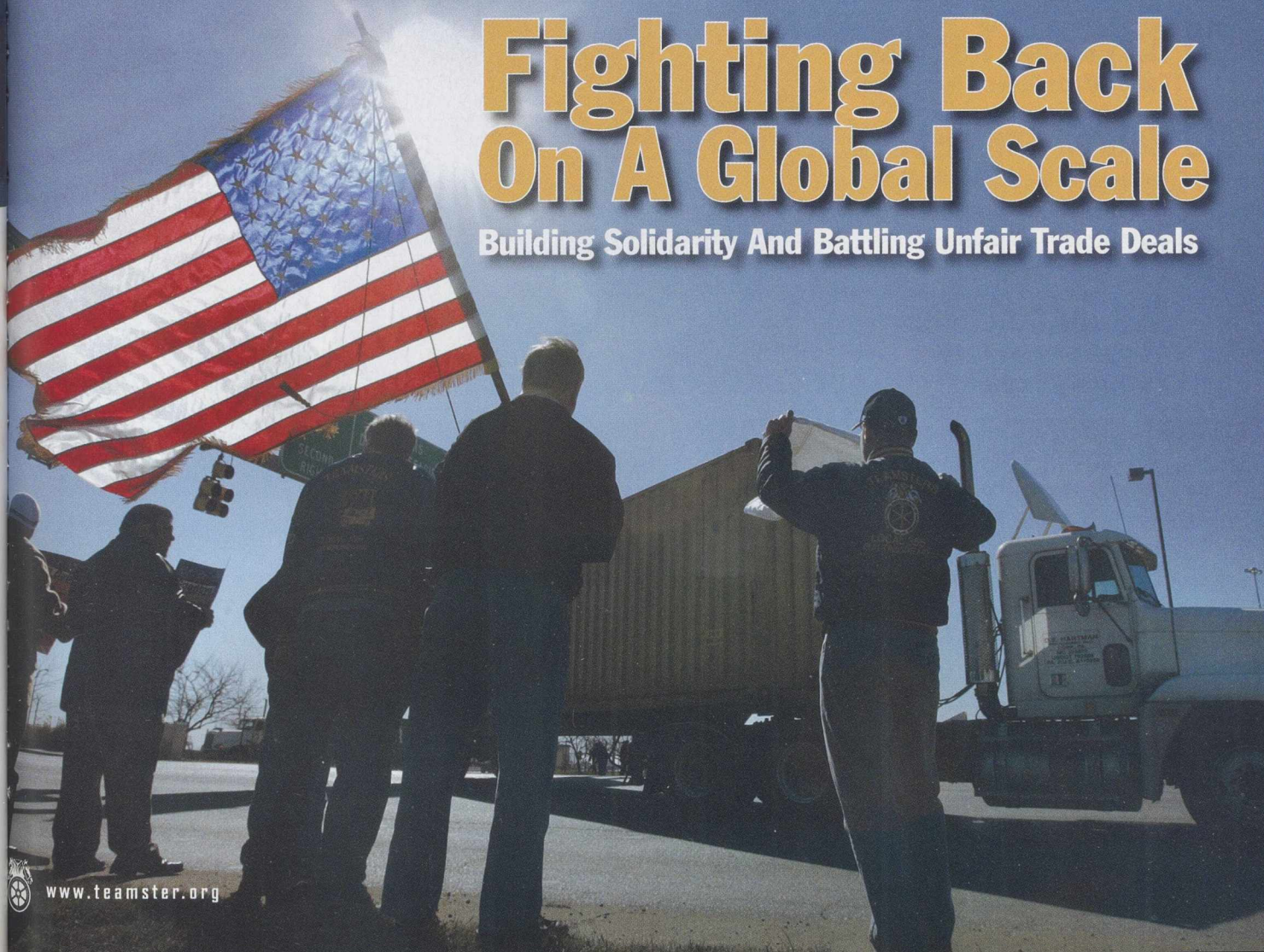
www.teamster.org

TEAMSTER



Fighting Back On A Global Scale

Building Solidarity And Battling Unfair Trade Deals



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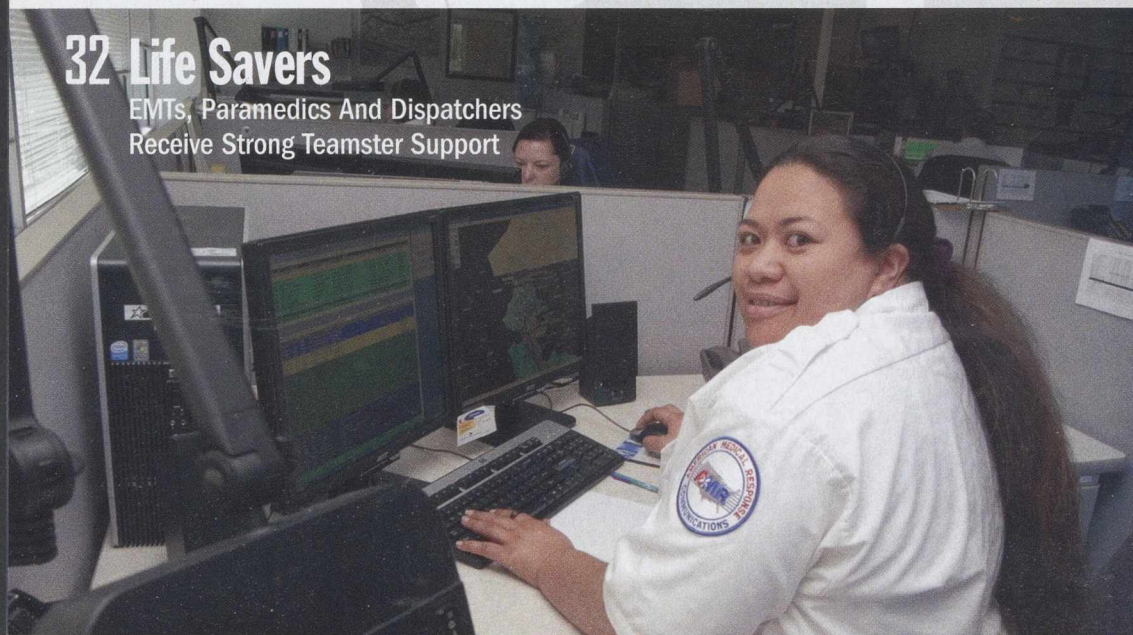
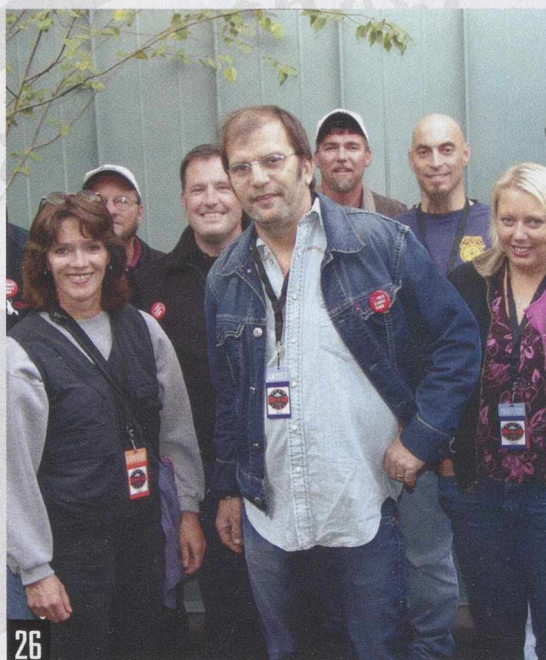
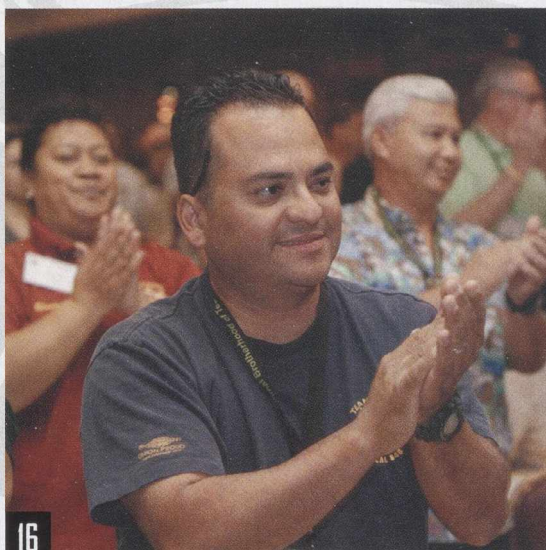
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TEAMSTER

www.teamster.org



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A MESSAGE FROM THE GENERAL PRESIDENT

Global Solidarity

For many years, I had a negative view of our country's trade relationship with China because of its negative impact on American jobs.

After a fact-finding mission to China, I concluded that if we can work together to improve the lot of Chinese workers, we will improve conditions for our own workers. I led a delegation of Teamster leaders and Change to Win unions to China in May to meet with rank-and-file workers, government officials and U.S. employers operating in China.

It's a good idea to pay attention to a nation of 1.3 billion people with an economy growing at a breakneck pace. Especially if that country's low wages, forced overtime and lack of benefits make it cheaper for U.S. companies to move there. Our goal: to forge closer ties with Chinese workers so we can lift labor standards around the world.

China Visit

The unions that visited China share employers with millions of Chinese workers throughout the service, transportation and industrial sectors. All of the Teamsters' largest employers have operations in China, including UPS and Anheuser-Busch.

American and European companies moving to China have benefited enormously. We want to make sure those benefits extend to their workers as well.

China doesn't allow independent unions, and unauthorized union activists are intimidated, detained and jailed. While in Shanghai and Beijing, I told Chinese officials that any labor leader in prison should be set free.

The Chinese union, the 170 million-member All-China Federation of Trade Unions (ACFTU), is impossible to ignore even if it is sponsored by the government. There are signs the union is starting to help workers rather than simply control

them. Recently, the ACFTU convinced McDonald's to allow unions in their Chinese restaurants. Wal-Mart was also forced to allow unions into its stores in China—the first time the anti-union retailer did so anywhere in the world.

Workers' Rights

The Chinese government has also drafted a law strengthening the union so it can better protect workers. U.S. corporations objected to the proposed reforms, saying they would make it harder to do business. They threatened to leave China if the government implemented the proposal. Unfortunately, the Chinese government watered down the changes. I adamantly opposed efforts by multinationals to meddle with the government's attempts to improve the lives of Chinese workers. Companies like Ford Motor Company and General Electric opened factories in China at the expense of American workers who were laid off.

More than half of China's exports are by non-Chinese corporations or their subsidiaries. Organized labor needs to shine a spotlight on the role of U.S. corporations in oppressing workers. We left China with a commitment to continue our discussions with Chinese organizations on how to best promote the rights of workers here, there and everywhere in the world.

James P. Hoffa

Looking To The Future

DRIVE Prepares for 2008 Election

Darren Spates, a UPS worker and Local 988 member, has always been interested in politics. The Teamsters Union recently gave him his a chance to get involved.

"We all know that big business is in Washington, D.C. pushing politicians to get their way," Spates said. "I'm thrilled that I'm now doing my part to fight the corporate lobbyists and strengthen the

union's political position for the 2008 elections."

Spates, of Splendora, Texas, has worked for UPS for 23 years. He took part in a recent push to sign members up for DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union's political action committee. In three weeks in late May and early June, Local 988 in Houston got more than 1,000 DRIVE cards signed.

More than a dozen UPS and freight stewards with Local 988 were trained by the Department of Field Action, which oversees the DRIVE program, to go to workplaces and sign up new members.

"The stewards we had working on this did a tremendous job," said Robert Mele, President of Local 988. "They impressed on the members the importance of DRIVE. Every right we have as union members can be wiped out with the stroke of a pen in Washington, D.C. That's why it's so important to make labor's voice heard."

Political Clout

"DRIVE has done so much for not just Teamsters, but for all Americans," said Christy

Bailey, Director of the Department of Field Action. "Politicians supported by DRIVE are helping keep unsafe Mexican trucks off our highways and blocked unfair changes to hours-of-service rules."

Perhaps the most important aspect of DRIVE is the clout it gives the Teamsters Union. With a strong political action committee, a union can effect real change in the halls of Congress and around the country in state legislatures.

"Through DRIVE, the Teamsters Union will continue to make a difference for working families," said Jim Hoffa, Teamsters General President. "DRIVE dollars help with so many big issues affecting working people, from the Employee Free Choice Act to electing labor-friendly politicians and, hopefully a labor-friendly president, in 2008."

"Some of the people I talked to were turned off by politics in general, but I think, most people understand what gets things done in Washington, D.C.," Spates said. "Most of my Teamster brothers and sisters were receptive to the message. They can see how far a dollar or two a week from their pay check can go."



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Runaway Train

Without Contract For Eight Years, Workers Say 'It's the End of the Line'

Hundreds of Amtrak workers rallied in May at Amtrak's headquarters at Union Station in Washington, D.C., expressing frustration about working without a union contract for eight years with no negotiations on the horizon.

"These are the longest and worst negotiations I have ever been through," said Tony Gardner, a 30-year member of the Brotherhood of Maintenance of Way Employees Division (BMWED) who works in Philadelphia. "My union brothers and sisters know that Amtrak has been raking in profits for years, but we aren't seeing anything."

Workers at the rally chanted, "Shut Amtrak down," and held signs that said, "It's the end of the line... No Amtrak Contract... No Amtrak trains." "We are the backbone of rail labor," said Mark Kenny, chairman of the Brotherhood of Locomotive Engineers and Trainmen's (BLET) Amtrak committee. "The new Democratic majority in Congress recognizes the importance of rail labor. They've introduced landmark legislation, HR 2095, that will address numerous rail issues such as limbo time and the elimination of dark territory. We hope they will soon address Amtrak."

In addition to the engineers, trainmen, conductors, signalmen and dispatchers at the rally, members of the BMWED, the workers who

maintain the tracks, switches and on-site buildings for Amtrak, stood with members of other unions in solidarity.

Congressional Support

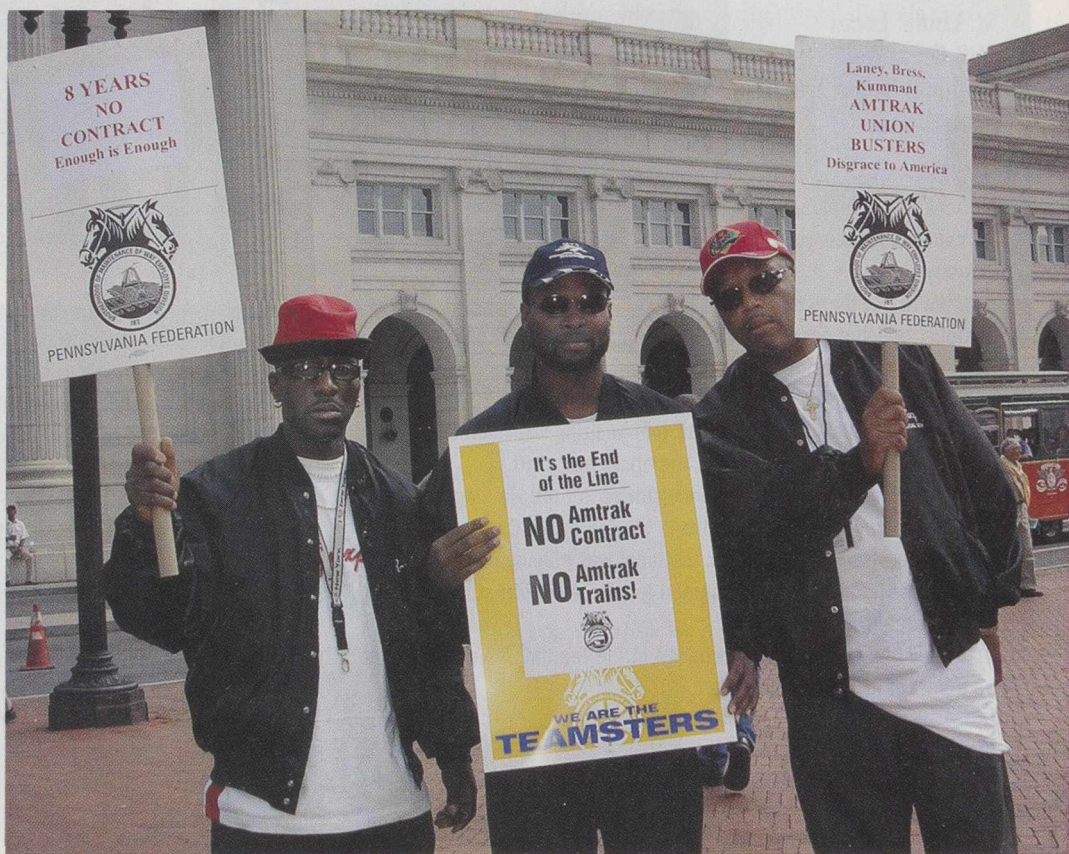
"I've not seen such solidarity on the Amtrak issue for many years," said BMWED President Fred Simpson. "It's terrific to have the members of the United Transportation Union, the Machinists and others with us today, all united to fight for fair negotiations at Amtrak. We've got to keep bringing this issue to the public and members of Congress."

"We have to say to our Republican colleagues, 'Get your hands off Amtrak,'" said Rep. Elijah Cummings (D-MD). "You, the workers who keep this railroad running, have been deprived of what you are rightfully due. We are doing everything in our power to preserve Amtrak."

In addition to the rally, several unions announced the formation of a bargaining coalition for Amtrak negotiations. Based on the successful model used for the freight rail negotiations, the bargaining coalition has signed on the BLET, BMWED, Nation-

al Conference of Firemen and Oilers and the Brotherhood of Railroad Signalmen. The coalition is expected to grow as other unions face an evolving situation at Amtrak.

"Bargaining as a unified group will put the Amtrak unions on the offensive," said John Murphy, Director of the Teamsters Rail Conference. "The time is ripe for a change in negotiating tactics. We've seen how the strength of unified bargaining won us a good agreement with the freight railroads. Now is our opportunity to get Amtrak to the table."



Great Legislation

Iowa Police Officers Secure On-the-Job Protections

Iowa Governor Chet Culver signed the Peace Officer Bill of Rights on May 15, which secures significant protections for the state's peace officers. The bill was crafted and ushered through the state legislature by Local 238, DRIVE and the Teamsters Law Enforcement League (TLEL).

"This is a great day for Iowa police officers and others who protect the public good," said

Detective Jim Romar, a 30-year member of the West Des Moines, Iowa police department and a 25-year member of Local 238 in Cedar Rapids. "This law will raise standards, consistency and professionalism statewide. The Teamsters led the charge for this, but it benefits all officers."

The law, which is similar to bills of rights in other states, including Illinois, Minnesota

and California, secures procedural requirements and strengthens due-process rights concerning internal investigations for police officers, public safety and emergency personnel in Iowa.

Comprehensive Bill

The law ensures the fair handling and investigation of complaints against police officers by requiring an informant to substantiate a complaint, enabling a charged officer the power to review and to respond to any investigation of his or her conduct, including

the initial complaint and statements concerning the case. In addition, a 10-day appeal window is established, enabling an officer to remain on the job before deciding to appeal a decision concerning his or her case.

"It's the most comprehensive bill in the state's history for police officers," said Gary Dunham, Secretary-Treasurer of Local 238, which represents approximately 1,000 law enforcement officers in some 90 units across the state. "It took us three years to be successful in getting this passed

Haul For One

St. Louis' Local 682 Organizes Regional Dump Truck Powerhouse

Local 682 is making a haul in the construction industry.

"We're out there doing our jobs, policing our work and it's making a big difference," said Gary Cossarini, President of Local 682.

"We've been doing a lot of organizing and things are starting to turn around for us," Cossarini said, emphasizing the team effort put in by the local's Executive Board, members and staff.

One of the local's most recent victories is Todd Hauling, one of the largest dump truck companies in Missouri's St. Charles County. The company saw the emphasis the local was placing on organizing and serving its members and agreed to take a neutral stance to the union's organizing efforts.

"They had recognized the change in the Teamsters and wanted to be a part of it," Cossarini said.

First Contract

The bargaining unit consists of 21 full-time dump truck drivers who spend most of their time doing highway paving and dirt work. But as



the construction season builds, the number of Teamster drivers could more than double or triple as additional shifts are added.

Todd Hauling also brokers independent truck operators on larger jobs, Cossarini said. "It's a big company and we've chased them for the last two years and we finally got them to come in."

Their new Teamster contract, signed in April, will provide the drivers with greater job security, grievance procedures, health and welfare benefits and guaranteed holidays.

"We're really glad to have these new members," Cossarini said. "They are really good guys."

Stephen Davidson, a driver at Todd for the past five years, said he and his coworkers are excited about becoming Teamsters. Davidson said Todd was a good place to work before, but a Teamster contract will make it better.

"Bosses can tend to get real bossy at times," Davidson said. Now, when it comes to company decisions and grievances, "we'll get a bit more power to say, 'wait a minute, what rights do we have?'"

Davidson said the workers at Todd have formed a four-person driver board that basically handles all of the roles of stewards and more—from evaluations and raises to grievances and growth decisions for the company.

for the people who serve and protect us. We applaud the actions of the Department of Field Action and their local representative, Pat Lynch."

"This is a great victory for peace officers in Iowa," said Christy Bailey, Director of the Department of Field Action, which coordinates DRIVE (Democrat, Republican, Independent Voter Education), the union's political action fund. "This is another example of how committed our union is to law enforcement officers."



Protecting the Protectors

"This law was the right thing to do," Romar said. "We got bipartisan support through the law community."

"This will help to ensure that politics within a department cannot be used as an excuse for unfairly disciplining an officer," said Rick Willett,

a Local 238 business agent.

"Police officers protect us every day and they deserve the same due-process rights everyone else is entitled to."

In addition to Local 238 members, TLEL members power more than 1,400 law enforcement agencies across the U.S.

Shortly after the bill-signing ceremony, Gov. Culver laid a wreath at the statehouse in honor of the Iowa peace officers killed in the line of duty. In the state's history, 133 peace officers have been killed. The events were in recognition of National Peace Officers Memorial Day.

Metal Health

Northrop Grumman Teamsters Win Four-Week Strike

It took four weeks on strike, but more than 6,500 union members demonstrated the power of worker solidarity, standing together against global defense and technology giant Northrop Grumman to win respect in the workplace and affordable health care for their families.

Teamsters from Local 991 in Mobile, Alabama, along with 14 other unions that are members of the Pascagoula Metal Trades, voted in favor of a new three-year contract with Northrop Grumman after a four-week strike that began in March. Local 991 represents 110 workers at the Northrop

Grumman Ingalls Shipyard in Pascagoula, Mississippi.

"Our group held the line the entire 28 days. We stuck together and won a strong contract for the next three years," said David Coleman, a 33-year employee at Northrop Grumman and chief steward for the bargaining unit. "This was the toughest negotiation we've ever had with the company, but we stayed united through the entire process."

Health Premiums

Negotiations had seemingly reached a standstill and the unions believed the only way to send a message to Northrop Grumman was to strike.

"The real sticking point was health care premiums," said Jim Gookins, Secretary-Treasurer of Local 991. "We were able to get fixed premiums capped in this contract and negotiated a 15.2 percent wage increase over the three years. All things considered, it's a fair agreement and our members were satisfied with the package."

The 15.2 percent wage increase includes a nine percent bump in the contract's first year. Additionally, the contract includes attendance and performance pay incentives, a COLA provision and maintenance of health care benefits.

"A lot of credit goes to the leaders in this unit, especially David Smith, David Coleman, Donald Toussaint, Kathy Henderson and Cleo Johnson," Gookins said. "Without their commitment we would have never won this fight."





More Champion Teamsters

Mechanics at Charter Airline Join Local 120

"For most of us this was an easy choice," said Tim Olsen, a two-year Champion mechanic stationed in St. Paul, Minnesota. "The election was a very positive thing.

The company didn't seem to be against our becoming Teamsters, and everything stayed as steady as it had been before." In votes counted in March, airline mechanics at Champion Air overwhelmingly voted to become members of Local 120 in St. Paul. The 72 mechanics join 260 Teamster flight

Fair Pay

Local 1150 Leader Gains Support for Accountability at United Technologies

At United Technologies' shareholder meeting in April, Teamsters grilled CEO George David about

corporate priorities, which emphasize cutting workers' benefits and lavishing seven-figure pay packages on its

leader. David's compensation last year totaled nearly \$38 million not including the more than \$200 million he still has in unexercised stock options.

Rocco Calo, Secretary-Treasurer of Local 1150 in Stratford, Connecticut, introduced a resolution calling on the board to reform its executive compensation policies. The proposal gained the support and recommendation of Institutional Shareholder Services (ISS), the country's most influential proxy advisory service, causing the company to campaign against the resolution and defend its pay practices to investors. Still nearly 250 million shares, or 31.5 percent, were cast in support of the resolution by all voting shareholders.

A Clear Sign

"This is a clear sign that shareholders are fed up with executive compensation packages that reward uninspiring performance," Calo said. "As an employee, I am tired of see-

ing valuable corporate assets wasted on excessive pay packages for wealthy executives."

David has received more than \$225 million in compensation over the past five years, according to Forbes, more than the CEOs of competitor companies that have outperformed United Technologies in recent years.

Approximately 3,600 Local 1150 members work at Sikorsky; many are also shareholders. Last year workers were forced to strike to protect affordable health care for their families while the company's CEO raked in millions.

Helen Pipa, an electrical assembly worker, attended the shareholder meeting with husband John Pipa, a helicopter mechanic—both are shop stewards.

"During the meeting, I asked George David why some of the board members were paid a stipend of \$100,000," Helen Pipa said. "One of the reasons he gave for the pay-



attendants and dispatchers at the Bloomington, Minnesota-based, full-service charter airline.

"We chose to become Teamsters because our flight attendants and dispatchers are Teamsters and they have good contracts," Olsen said. "That's what we wanted."

The mechanics benefited from a neutrality agreement reached by Local 120 and Champion Air management. As a result, the company did not criticize the Teamsters

during the election, and vice versa.

"With the neutrality agreement, the mechanics were able to make up their own minds about whether to become Teamsters," said Brad Slawson Jr., Vice President of Local 120 in St. Paul, Minnesota. "We've developed a good relationship with the company through representing the flight attendants and dispatchers. The mechanics saw how being in a union can help meet their needs and make their company stronger."

Flying High

The mechanics, who maintain Champion's fleet of Boeing 727-200 aircraft, are based at hangars in Minneapolis, Dallas, Las Vegas, Denver and Detroit.

In the election, assisted by Local 120 Strategic Campaign Coordinator Rhys Ledger and Business Agent Joe Battaglia, some 65 percent of mechanics voted to become Teamsters, an impressive number in airline industry elections, which require that more than 50 percent of eligible workers—

not a simple majority—vote to form their union.

Including workers at Champion Air, the local represents more than 1,000 members in the airline industry and at airports, including Continental Airlines mechanics, Sun Country flight attendants and US Airways customer service associates.

"We look forward to sitting down with the company and negotiating a contract that meets the mechanics' needs," Slawson said.

ment involved the board members having to pay their taxes."

Excessive Executive Compensation

"George David has grown rich on the backs of workers," said Jim Hoffa, Teamsters General President. "Its time for the company to invest in the long-term health of the company and its workforce rather than lining the pockets of its millionaire boss."

The Teamsters Capital Strategies Department works to improve corporate accountability. Taking delegations of Teamsters to investor meetings and introducing shareholder resolutions, Teamsters have reformed board accountability, accounting transparency and executive pay practices at companies such as Coca-Cola, Bank of America, Federal Express, International Paper, Waste Management and others.



A Message of Unity

Human Rights Commission Visits Rail Teamsters on Reservation

The Human Rights Commission (HRC) of the Teamsters Union brought their message of unity to a Navajo reservation in Gallup, New Mexico in April.

Members in attendance at the meeting were from the Brotherhood of Maintenance of Way Employees Division (BMWED) Lodges 2400 and 2417 in the Atchison, Topeka and Santa Fe Railway Federation. Most of the members from both lodges live either on the Navajo reservation in Gallup or in various reservations throughout the Southwest.

In addition to giving a presentation on the Teamsters Union's human rights record and diversity within the union, the HRC members also signed up members from the lodges to become local representatives of the HRC.

"I'm so proud of the work of the HRC and that we got to share our message with some of our Navajo brothers and sisters and their families," said Cheryl Johnson, International Vice President and Director of the HRC.

The HRC was established to assist local unions in promoting diversity and to eliminate all forms of discrimination that divides us on the job, in society and in the union, among other goals.



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Fighting Back On A Global Scale

Teamsters Build Solidarity and Fight Unfair Trade Deals

A NEW THREAT TO GOOD-PAYING TRANSPORTATION AND DISTRIBUTION JOBS IS BEING MOUNTED BY CORPORATE AMERICA. Alarmed by the rising cost of shipping goods and lured by the prospect of easy access to potential logistics hubs in Mexico, business groups are pressuring the Bush administration to build a new trans-national network of freight corridors.

These new NAFTA highways are being promoted by coalitions of road builders, shippers, retailers and real estate and development companies. An umbrella group, the Coalition for America's Gateways and Trade Corridors, has a sophisticated outreach program to build public support for highways that can move an ever-growing volume of trade goods.

The increase in NAFTA cargo is clogging ports of entry at our border and exacerbating congestion along our highways. Nevertheless, the White House in February announced a pilot program to give Mexican trucks unfettered access to our highways.

Teamsters fought the plan in Congress and in the courts. Just before Memorial Day, lawmakers passed a spending bill that severely restricts the pilot program.

Cheap Labor

"Democrats and Republicans alike heard loud and clear the driving public's overwhelming opposition to the Bush administration's reckless plan to throw open our borders to unsafe Mexican trucks," said Jim Hoffa, Teamsters General President.

The recent Teamster victory on Mexican trucks is just a battle in a larger fight against the creation of a beachhead for low-cost, low-wage transportation workers south of the border. NAFTA highways would function as land bridges that would give big U.S. companies better access to cheap labor in Mexico, and these roads will undoubtedly be built on the backs of American workers.

"It's about making more money," said Chuck Mack, Teamsters International Vice President. "It's about making that money by driving down the conditions and compensation for employment in the logistics sector. Is this good for workers? Is it good, in general, for Americans? The answer is no."

U.S. manufacturing jobs have been moving to Mexico since NAFTA took effect in 1994, but transportation and logistics jobs always seemed safe. Freight had to be moved, no matter where it was made. Truck traffic among the U.S., Mexico and Canada increased by two-thirds since the implementation of NAFTA. Even transportation jobs are being threatened now.

Jobs in Danger

The pool of good U.S. transportation jobs will shrink if plans for new superports on Mexico's west coast come to fruition. Hong Kong-based Hutchison Port Holdings plans to expand the Pacific port of Lazaro Cardenas, located in the Mexican state of Michoacan, which will divert Asian shipping containers from the ports of Los Angeles, Long Beach and Oakland. According to reports, Hutchison Port Holdings and Wal-Mart are planning to invest \$300 million in the Lazaro Cardenas port.

Kansas City Southern Railway has created what is known as the "NAFTA Railroad" by taking control of the Texas Mexican Railway and Transportacion Ferroviaria Mexicana. The railroad travels between the Port of Lazaro Cardenas and Kansas City, Missouri.

The Port of Lazaro Cardenas has agreed to promote trade with Kansas City, where a nonprofit group is pushing for an inland port where Mexican customs officials will inspect trade goods. The prospect of a Mexican flag flying above the Kansas City SmartPort has provoked conservative commentators such as Pat-

rick Buchanan and Phyllis Schlafly. They view it as part of an effort to integrate the economies and governments of the U.S., Canada and Mexico.

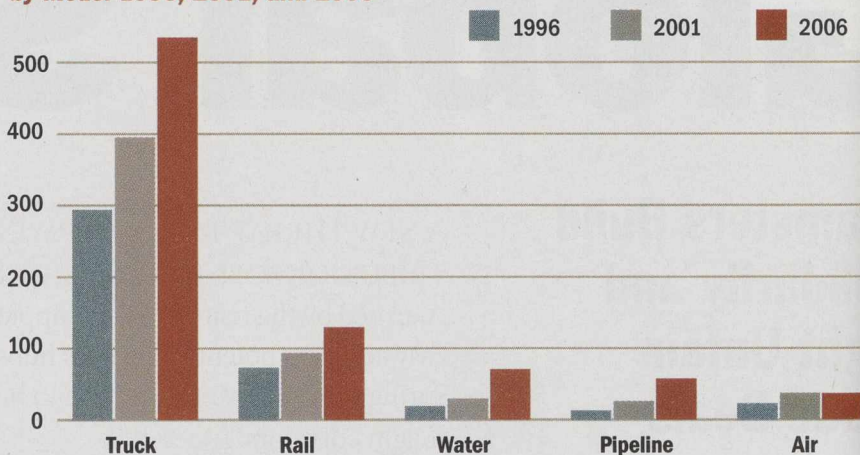
Another proposal that gives rise to fears of a NAFTA superhighway linking the three nations comes from Texas Gov. Rick Perry. Most freight between Mexico and the U.S. travels through Texas, where Perry envisions a 50-year project to build a 12-lane network of privately financed tollways with a railroad running down the middle. Construction on the so-called "Trans-Texas Corridor" has already begun with a small, 40-mile section from Austin to Seguin.

The "Trans-Texas Corridor" has generated intense grassroots opposition from labor, farmers, ranchers, environmentalists, property rights advocates, local citizens, free trade opponents and politicians in both parties.

Lawmakers Object

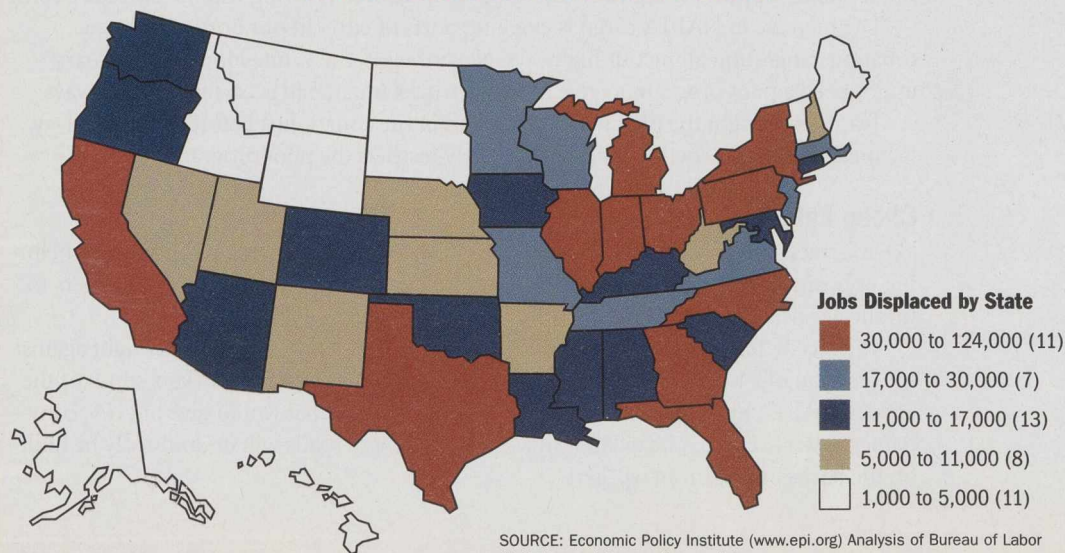
Rep. Ron Paul, the Texas Republican running for president, says it's part of a secretly funded plan to build a 12-lane highway sanc-

Value of Goods Exchanged in U.S. Trade with Canada and Mexico by Mode: 1996, 2001, and 2006



SOURCE: U.S. Department of Transportation, Research and Innovative Technology Administration, Bureau of Transportation Statistics, Transborder Freight Data, as of March 2007

NAFTA COSTS JOBS IN EVERY STATE



SOURCE: Economic Policy Institute (www.epi.org) Analysis of Bureau of Labor Statistics and Census Bureau data.

wiched around a railroad running from Mexico to Canada.

Rep. Virgil Goode (R-VA) filed a resolution opposing a NAFTA superhighway system and urging the president to oppose proposals that threaten the sovereignty of the United States. The bill has 21 cosponsors, both Republican and Democrat. They've been derided as conspiracy theorists.

In February, Transportation Department undersecretary Jeffrey Shane told a congressional panel that the NAFTA superhighway is "an urban myth." And in a McClatchy Newspapers report, Sen. Kit Bond (R-MO) dismissed the idea as "unfounded theories" with "no credence."

But last November, a five-term congressman from Kansas who called the idea a myth was defeated by Democrat Nancy Boyda, who campaigned against a NAFTA superhighway.

In February, the Coalition for America's Gateways and Trade Corridors held a summit in Washington, D.C., to discuss ways to persuade the federal government to come up with a map and the money for a new freight network.

land and the maquiladora industries along the Mexican border.

Trucks already rumble along I-69 between Indianapolis and Port Huron, Michigan, one of the busiest land ports in the United States. Since 1991, the federal government has backed a plan to add another 1,600 miles to I-69 from Indianapolis to Evansville through Memphis to Houston and Laredo.

Each of the eight states through which I-69 travels are working to widen, reconstruct and relocate some existing roads. Though it has already received hundreds of millions of dollars in federal grant money, the project won't be completed for several decades.

The North American SuperCorridor Coalition, or NASCO, wants to expand the International Mid-Continent Trade and Transportation Corridor, which comprises Interstates 35, 29 and 94 from the Ambassador Bridge in Detroit through Kansas City to Laredo, Texas. NASCO takes pains to point out that the route, often described as the "proposed NAFTA superhighway," is

I-69 to Bisect Heartland

U.S. Transportation Department officials will say privately that there is a NAFTA highway being built. It's Interstate 69, an incomplete freeway that already accounts for more than 63 percent of truck traffic between the U.S., Canada and Mexico. When finished, it would connect the industrial eastern region of Canada with the U.S. heart-



Teamster Triumph

CONGRESS GIVES THUMBS DOWN TO MEXICAN TRUCKS

Lawmakers put the brakes on a White House plan to give Mexican trucks unfettered access to U.S. highways. It was a major victory for the Teamsters, buried in the fine print of the \$20 billion Iraq spending bill Congress passed in late May.

"We stand with the vast majority of Americans who do not want to open our highways to dangerous Mexican trucks," said Jim Hoffa, Teamsters General President. "We're happy that most members of Congress voted to repudiate the Bush administration's unpopular, unsafe, unfair plan."

In the days before lawmakers cast their final votes, Teamster members flooded congressional offices with calls and e-mails.

"Our commitment to political action and DRIVE helped elect a Congress that puts public safety ahead of corporate profits," Hoffa said.

According to a May 25 story in *Inside U.S. Trade*, it is Teamster opposition, along with the union's congressional allies, that is preventing the U.S. from opening its markets to Mexican trucks.

Long Struggle

For more than a decade, Teamsters fought NAFTA requirements that our highways be opened to Mexican trucks. A key concern is that many trucks operating out of Mexico don't meet U.S. safety standards. For years they were restricted to a narrow zone about 25 miles from the border.

In February, Transportation Secretary Mary Peters announced a pilot project to allow trucks from Mexico to pick up and deliver freight anywhere in the United States. Peters offered few details about the project. The Teamsters fought the program on several fronts. Believing it to be illegal, the Teamsters joined with environmental and public safety groups in a lawsuit to prevent it from happening.

The union also supported legislation by a newly elected Congresswoman from Kansas, Democrat Nancy Boyda, to require the trucks to be declared safe first. In April, the House voted 411-3 to approve a similar bill, sponsored by Rep. Peter DeFazio (D-OR) to restrict the program to three years and 1,000 vehicles.

Significant parts of the Boyda bill were added to the war-spending measure, which Congress passed on May 24.

Tighter Rules

The bill, signed into law the next day, requires the Transportation Department's watchdog agency to verify that Mexican trucking companies are inspected and that their trucks are safe. The Transportation Department will have to disclose the results of safety audits it conducted along with the specific steps it is taking to protect public safety in the United States.

The new law also requires:

- Electronic license verification of half of Mexican truck drivers;
- Verification that border crossings have scales to weigh trucks; and
- All Mexican carriers to carry valid U.S. insurance.

London Calling

New York State Bus Driver Joins Global Struggle Against Union Bashing

One day after work last year, school bus driver Connie Torres gave a friend some leaflets and a union card. For her efforts she received a letter from her employer, First Student, saying she could be fired for her union activity.



Despite that and other harassment, Connie Torres and her fellow bus drivers and monitors in Pine Bush, New York voted to join Newburgh-based Local 445 in December. The company challenged the election.

Torres subsequently found solidarity and support across the Atlantic Ocean from members of Parliament in the awesome halls of Westminster Palace and from fellow drivers in a modest union social club in Aberdeen, Scotland.

Union Supporter

First Student, which operates more than 20,000 school buses in the United States, is a subsidiary of FirstGroup Plc, based in Aberdeen, Scotland.

Torres traveled to Aberdeen in April to tell the company's president—to his face—about his U.S. subordinates' hostility to labor unions.

"To this day, I fear that management is searching for an excuse to fire me because I am a union supporter," she said to FirstGroup chief executive Moir Lockhead.

Torres' message might not have had much impact in a U.S. company's boardroom, but prevailing opinion in the UK supports organized labor. The Labour Party, after all, is the leading party of government in the United Kingdom, and many members of Parliament are sponsored by trade unions.

Shareholder Resolution

Torres' visit was a prelude to a larger effort. In June, the Teamsters will try to convince FirstGroup's shareholders, which include union members and union pension funds, to pass a resolution that protects workers' rights.

Last year, the Teamsters and SEIU came to FirstGroup's annual meeting in an attempt to pass a similar resolution. That prompted FirstGroup to pledge that anti-union activities in North America would be stamped out.

Nearly a year later, Torres flew to London with Teamster representatives to tell members of Parliament that the pledge hadn't been kept. Torres spent a day meeting with Labour MPs within the Palace of Westminster, gaining assurances of solidarity and support.

But it was on the second floor of an old stone building in Aberdeen that Torres learned how anti-labor practices follow the movement of capital around the globe. The Transport and General Workers Union (T&G) brought Torres together with FirstGroup bus drivers in Scotland.

Sitting at a long table, Torres described how the company urged workers to call the police if a strange person knocks on the door "because it might be union."

"Instead of having 100 employees who've worked there for years, they'd rather have 100 employees who turn over all the time," Torres said.

already built. The group's mission is to promote intermodal transportation along the existing corridor.

Another potential NAFTA highway is the CANAMEX Corridor, a continuous four-lane roadway connecting Sweetgrass in western Canada to Nogales, Arizona on the Mexican border.

Whether plans for a NAFTA superhighway ever become reality is an open question. The Bush administration has not made transportation a priority and highway capacity has fallen far short of the need.

And yet, transportation of cheap goods is increasingly becoming the lifeline of the U.S. economy. Pressure will mount to change the direction of shipping from east-west to north-south as global capital continues its restless search for ever-cheaper labor south of the border.

Hoffa Visits China

Lee Cheuk Yan has risked his life for speaking up. Now the General Secretary of the Hong Kong Confederation of Trade Unions (HKCTU), Lee raised money for student protesters at Tiananmen Square and delivered the funds personally. He was detained by authorities, forced to sign a confession and eventually allowed to return to Hong Kong.

He is banned from mainland China to this day.

"When workers are angry, they will fight," Lee told General President Jim Hoffa recently. "This is a critical time for workers across China and it is important to support workers in their fight for basic rights."

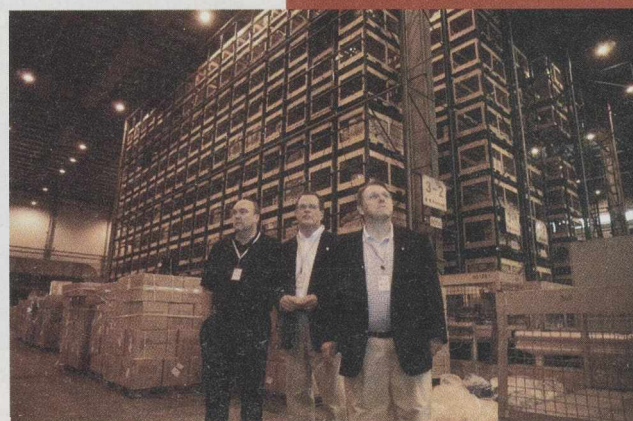
Lee and Hoffa met during a Change to Win federation fact-finding mission to China in May. The delegation met with dissident groups, toured factories and work facilities, met with senior Chinese officials and held joint seminars on collective bargaining. The nine-day, three-city trip served as an in-depth examination into the challenges American and Chinese workers face in today's global fight with multinational corporations.

A Global Fight

"We are fighting back on a global scale," Hoffa said. "Today's employers are global employers. We cannot stand back while

"We cannot stand back while workers are exploited abroad to eliminate jobs here."

—JIM HOFFA, GENERAL PRESIDENT



workers are exploited abroad to eliminate jobs here.”

Many of the union’s largest employers have operations in China, including: UPS; Yellow Roadway; Anheuser-Busch; Coca-Cola; Pepsi; DHL; and SAB Miller.

Hoffa and Chuck Mack, International Vice President and Port Director, met with key officials of COSCO and OOCL—two key players in the port industry—about Teamsters’ efforts to organize more than 100,000 port drivers in the United States. The delegation also met with union leaders and port officials at the Port of Shanghai, soon to be the world’s largest deep-water port.

“While American port drivers wait in line unpaid for hours on end, drivers at the Port of Shanghai are guaranteed to be loaded or unloaded in no more than 25 minutes,” Mack said. “There is no reason why American port drivers face the daily hardships they do when their counterparts in China get to move in and out without impediment. It was amazing to see no truck lines at one of the world’s largest ports.”

The delegation met with the 170 million-member, state-sponsored All-China Federation of Trade Unions (ACFTU) in Shanghai and Beijing.

Rising Tide

“You cannot ignore a union, even a state-sponsored union, that claims 170 million members,” Hoffa said. “It is important that we

have a dialogue that is open and honest and respectful of each other.”

Hoffa also discussed the cases of 16 trade unionists who have been jailed by the Chinese government for their union activities.

“These are prisoners of conscience,” Hoffa said. “It is important for the Chinese government to know that we are watching their actions and that it is important that these union leaders be freed immediately.”

The delegation also met with the U.S. Chamber of Commerce in Beijing and called on them to support improved worker rights in China. The ACFTU is fighting for legislation in China that would provide increased protections and pay for workers. Unfortunately, several U.S.-based companies operating in China have worked to water-down the law to keep operating costs down.

“It is very disappointing to see American companies working to diminish worker rights abroad,” said John Coli, Teamsters International Vice President and member of the delegation. “Factory workers often work 10 to 12 hours a day, six days a week for \$120 or less per month. Companies should be paying workers in China more, not less.”

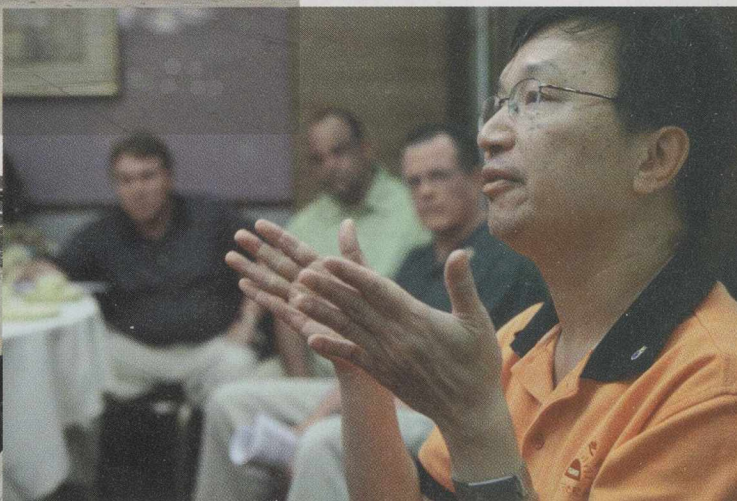
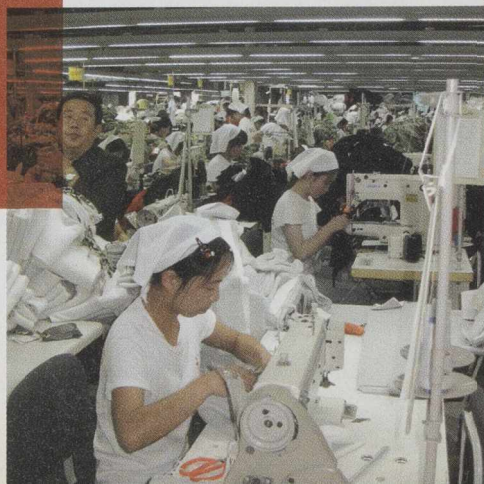
Hoffa addressed the new legislation with ACFTU leaders by comparing it to the old adage, “a rising tide lifts all boats.”

“If workers in China make more money and build better lives, it becomes less attractive for manufacturing companies to move their operations out of the U.S. and into China,” Hoffa said. “By improving worker protections and standards in China, we will protect jobs in America.”

An Ocean Away

While Change to Win was conducting its fact-finding mission in China, U.S. and Chinese government officials were holding the second in a series of “economic dialogues” in Washington.

During media briefings in Beijing, Hoffa criticized the Bush administration for failing to include labor rights in the discussions. Instead, according to the U.S. Department of the Treasury, the



meetings focused on "policies to address economic imbalances to ensure continued global growth, China's economic development and further integration into the world trading system, greater openness of markets, cooperation on energy security and the environment and innovation."

"Worker rights are apparently off the table when it comes to economic discussions with China," Hoffa said. "The Bush administration should be holding China's feet to the fire. They should be discussing how to improve working conditions and raise pay. Instead, the Bush administration is just negotiating U.S. power and influence to the highest corporate bidder."

Both the U.S. and Chinese labor movements are advocating for legislation at this very moment that would improve the lives of working people. As the ACFTU fights for pro-labor legislation in China, Hoffa and the Teamsters Union have been a leader in the fight for the Employee Free Choice Act (EFCA) which has passed the House of Representatives and faces a threatened veto from President George Bush.

"I do not understand how China and the U.S. can claim to hold an economic dialogue without the inclusion of worker rights and labor issues," Hoffa said. "Right now the trade imbalance is in the favor of large transnational U.S., Chinese, and other corporations. The perspectives and interests of working people were not represented at these talks."

Respectful Approach

As the Change to Win delegation concluded its fact-finding mission, the need for continued dialogue was clear.

"We have much to learn from each other," Hoffa said. "We are committed to better understanding our different cultures."

The Change to Win delegation is committed to an open and honest approach to addressing worker issues with the ACFTU in the future.

"This is a very important first step," Hoffa said. "We will continue to express our concerns on jailed labor activists and unfair trade practices. And we will continue to have an ongoing dialogue with unions in Hong Kong and Taiwan. Our priority focus will remain on globalization and worker rights."

Fighting the Wrongs of Globalization

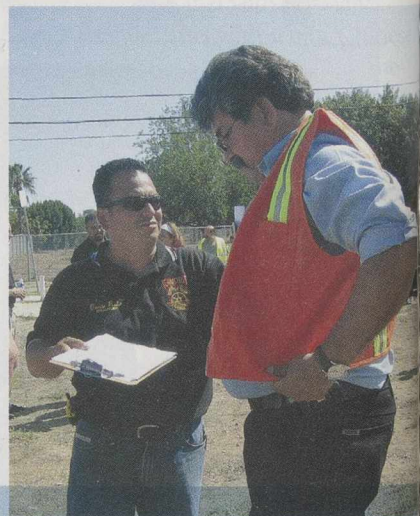
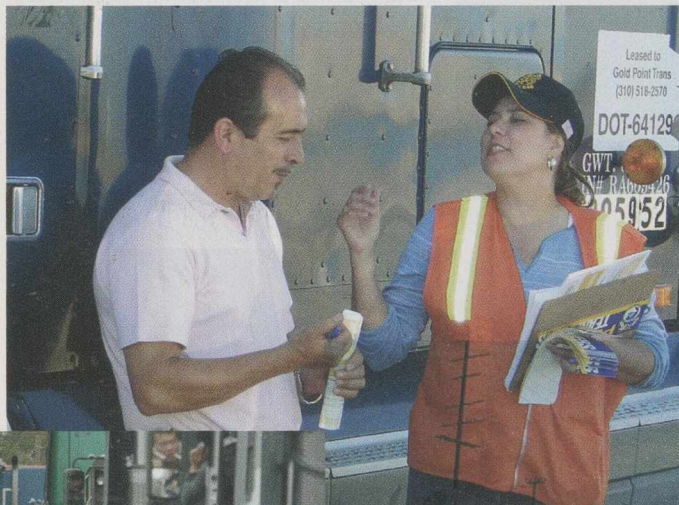
Standing on top of a steep hill overlooking the massive Port of Los Angeles/Long Beach, one can see dramatic proof of how the loss of manufacturing jobs to Asia has affected working men and women.

Once a naval shipyard until it was closed in the 1990s, the land is now a staging area to unload shipping containers from the Pacific Rim. Where well-paid pipefitters, welders and marine electricians once worked, thousands of truck drivers sit in line for hours in battered rigs, waiting to haul cargo from China, Korea and Japan away from the port.

Unlike the shipyard workers, the truck drivers are not employees. They don't get paid by the hour, they don't receive health benefits, they have no pension. Their hours are long, their work is frustrating, and they average around \$10 an hour in pay. The movement of capital to Asia left workers in the U.S. with falling wages and worsening working conditions. The communities

nearby suffer too. Los Angeles and Long Beach are choking on the exhaust of trucks idling at the port.

The port is immense. Of all the containers that come into the U.S., 36 percent arrive at Los



and Angeles/Long Beach. They are hauled away by approximately 15,000 truck drivers.

A Plan to Improve Conditions

In April, the Los Angeles/Long Beach harbor commissions announced a possible solution for the problems with port trucking. The ports said they plan to do business only with companies that meet certain environmental and labor standards. The plan would get rid of the dirty trucks, move containers more efficiently and require trucking companies to hire drivers.

A year ago, the Teamsters Union joined labor, environmental and community groups to support that plan by forming a group called the Coalition for Clean and Safe Ports.

One day in May, as thick yellow smog settled at the base of the distant mountains, people started arriving at Local 848 in Long Beach to organize a 10-day blitz. By Tuesday almost 100 arrived, and almost all spoke fluent Spanish.

Organizers came from New Jersey, Texas, Indiana, Oregon, California, Washington state and Washington, D.C. Retirees from Los Angeles pitched in. Port drivers flew in from Miami. Student truck drivers said they'd help leaflet. Other Change to Win unions sent organizers and member activists.

They were all races and all ages.

They came from the upper reaches of international union leadership and from the local rank and file. They were warehouse workers, housekeepers and recent college graduates. They talked to thousands of port drivers, convincing many to support the harbor com-

missions' proposal to require employee status for drivers. They leafleted the drivers on the port, they talked to them at the filling stations and parking lots and they went house to house.

"We Got Their Back"

Eddie Rodriguez is a Yellow Freight driver who belongs to Local 848. He drives harbor runs every day and knows the port drivers. "We got their back," he said. "We'll be there, preaching there's going to be a change."

Luis Ceja is a driver on the Port of Los Angeles/Long Beach. For years, he's wanted a solution to the problem that's been vexing drivers. "They made me believe that this time it was going to work," he said. "We don't want to get rich. We want three things: dignity, respect and we want our lives back."

Teamster retirees Phil Garcia and Tim Castaneda pitched in because they wanted to give back to the union that had helped guarantee them good-paying jobs. "The Teamsters allowed me to raise a family, give me things I couldn't have as a kid and that I can give to my kids," Castaneda said. "I'm giving back because I believe in it."



"The Teamsters allowed me to raise a family, give me things I couldn't have as a kid and that I can give to my kids. I'm giving back because I believe in it."

— TIM CASTANEDA, TEAMSTER RETIREE



CHANTING AND PUMPING THEIR FISTS IN THE air, the mighty army of 500 Teamsters organizers marched into the Las Vegas ballroom, as some 2,000 of their brothers and sisters cheered them on.

The organizers carried banners for national organizing campaigns, such as school bus and UPS Freight, while loudly chanting: "Every minute, every hour, organize for Teamster power!"

"What better way to kick off our Unity Conference than with our mighty army of organizers," said General President Jim Hoffa, just hours before he and fellow Teamster officers were sworn in to five-year terms. "They are powering organizing, the future of our union. Today, we are organizing left and right."

Hoffa announced how the Teamsters have recently organized 2,000 workers at DHL and 3,000 law enforcement officers. In Collier County, Florida, 1,000 school workers voted 12-to-1 to become Teamsters, as did some 2,000 school bus drivers in 14 elections across the country.

And at that, the crowd rose to its feet.

Speaking to Fellow Teamsters

Principal officers and rank-and-file members, organizers and business agents, new members and old, Teamsters and members

from other unions all met in Las Vegas to kick off the annual Teamsters Unity Conference. In addition to organizing, representatives from local unions, Joint Councils and the International Union discussed issues central to the future of the union, such as membership in the union's political action fund, DRIVE, national political issues and the 2008 elections.

"It's been really useful being here," said Derek Musto, organizer for Local 959 in Anchorage, Alaska. "We're working to develop long-range plans for organizing, trying to identify the industries where we have the most potential for working with the International."

Local 959, which recently organized police officers and school bus drivers, has been examining ways it can work with the Organizing Department to better utilize resources.

"I think being here is important," said Jim Dillon, a 35-year Teamster from Local 344 in Milwaukee. "When else do we have the opportunity to speak to people from across the country about their experiences?"

For Dillon, being a Teamster is a major part of his life. Dillon worked under a Teamster contract at a Wisconsin bakery for 33 years. His wife Brenda assists in organizing drives and attended the Unity Conference, his father was a 30-year Teamster and his brother is a member.

ALL TOGETHER



Power on Capitol Hill

The Teamsters' growing political clout helped Democrats gain majorities in the U.S. House and Senate, California Rep. Xavier Becerra told the assembled Teamsters.

"In 2008, we need a president of conviction, who realizes we need the right to organize, and the right to protect our workers," said Donna Brazile, regular CNN contributor and Democratic Party strategist. "We need a president who understands that our jobs matter, our future matters, our unions matter, our pensions matter, our health care matters. In 2008, I urge you to hire a new Congress and a new president who fights for you."

Hoffa vowed to put a labor-friendly Democrat in the White House in 2008, adding that doing so would require money and boots on the ground.

"Fortunately, we have a strong, respected program that has had a major political impact both nationally and locally," Hoffa said. "I urge everyone at the conference to contribute to DRIVE, the Teamsters' Democrat, Republican, Independent Voter Education political action committee."

"This union needs a political war chest to make major changes in politics," said Christy Bailey, Director of the Field Action Department, which oversees DRIVE. "In addition to the 2008

race, we're fighting right-to-work efforts in Missouri and other states, as well as trying to turn back these efforts in other states."

Bailey added that there is currently a major effort to encourage more members to join DRIVE, which contributes to pro-worker candidates, sends lobbyists to statehouses nationwide and helps keep workers informed of major issues. "In 2008, we need to elect pro-worker representatives," Bailey said. "We need a strong DRIVE program to do that."

DRIVE Testimony

Local unions across the country have been stepping up efforts to include more members in DRIVE. They report that effects have been noticed on elections and during the slower periods in between.

"Our stewards are the most active part of our campaign," said Brent Taylor, Secretary-Treasurer of Local 745 in Dallas. "A steward will ask a worker within a week of him or her starting if they want to join DRIVE. If they say no, they ask again the following week. Right now we're at 46 percent of our membership in DRIVE."

"We have approximately 2,500 members in DRIVE," said Ron Herrera, Secretary-Treasurer of Local 396 in Covina, California. "As a result, we can employ a full-time political coordinator. We do this for our kids and grandkids. If we don't build DRIVE to fight anti-worker

HER NOW

2007 UNITY CONFERENCE FOCUSES ON ORGANIZING, BUILDING POLITICAL POWER



legislation, they're the ones who are going to pay for it."

"We weren't even in the top 100 DRIVE locals four years ago," said Kevin Moore, President of Local 299 in Detroit. "The idea was just as valid then as it is today. My Executive Board realized the importance of the program. Now we're in the top 10. We've saved hundreds of jobs that we couldn't have saved without DRIVE power."

"Political pull, thanks to DRIVE, has made a big difference," said Lou Calemine, President of Local 295 in Valley Stream, New York. "Forty-five percent of our members participate in DRIVE. We were facing a building occupied by a DHL facility that was going to be closed by the government. Joint Council 16 President Gary Labarbera had power that we wouldn't have had without connections we built through DRIVE. As a result, that building stayed open longer than originally planned."

EFCA

Earlier this year, the Democrat-led House of Representatives passed the Employee Free Choice Act (EFCA), landmark legislation that would help make organizing workers easier and hold companies more accountable for anti-union activities. The Democratic Senate is expected to do the same.

All three major Democratic candidates—New York Sen. Hillary Clinton, Illinois Sen. Barack Obama and former vice presidential candidate John Edwards—came to Teamsters headquarters and pledged to sign EFCA if elected.

"When we were having trouble at our newspaper, we called

on the Teamsters, and boy, are we glad we did," said Melinda Burns, a journalist fired from the *Santa Barbara News-Press* in California, where workers voted 33-6 to join the Graphics Communications Conference last September. "What we've learned from bitter experience is that we need EFCA. Labor law gives employers a very long leash. Because of the newspaper owner's manipulation of the legal system, here we are, seven months after we won our election and we're still waiting for certification. I'm confident that we're going to win, but it should not take this long, and the owner should not be able to freely fire employees who support a union."

"On the organizing and political fronts, this is the fight of our lives," said Jeff Farmer, Director of the Teamsters Organizing Department. "Corporations and law firms have undermined our current labor law. We need EFCA to shift power back to working America."

"We're fighting for incredibly important things: decent pay, decent wages and respect in the workplace," said Tom Keegel, Teamsters General Secretary-Treasurer. "Corporations could give a damn about that, but we need to change that. With EFCA, we will."

"Everyone who is here and each person we represent are part of the future of this great union," Keegel said. "I'm proud of what we've accomplished because I believe in this administration. When we came here in 1999 we had a crisis. We didn't have a strike fund, we didn't have an Organizing Department. Brothers and sisters, things have changed. We are now fiscally solvent and ready for today and for the future."

Organize! Organize! Organize!

500 Organizers Convene at Largest Organizing Conference to Date

Some 500 Teamster organizers gathered at the fourth annual Teamsters organizing conference, which focused on the importance of politics in organizing, assisting local unions as they increase organizing capacity, and organizing in the South.

"Organizing is the lifeblood of our union—nothing is more vital," said Teamsters General President Jim Hoffa, addressing the organizers. "You are the mighty army that's going to get it done."

"Employers out there may not like you. I don't give a damn about that. I say, 'Organize! Organize! Organize!'"

— TOM KEEGEL,
GENERAL SECRETARY-TREASURER

Hoffa cited a collection of recent victories that enabled thousands of workers to join the Teamsters, including: 2,000 school bus drivers; 2,000 workers in the DHL system; 2,000 solid waste industry workers; and 3,000 law enforcement officers.

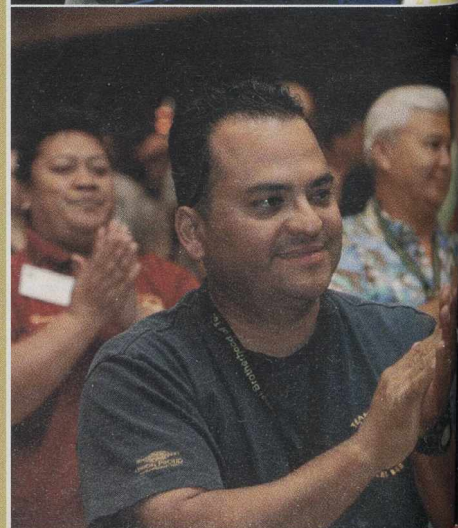
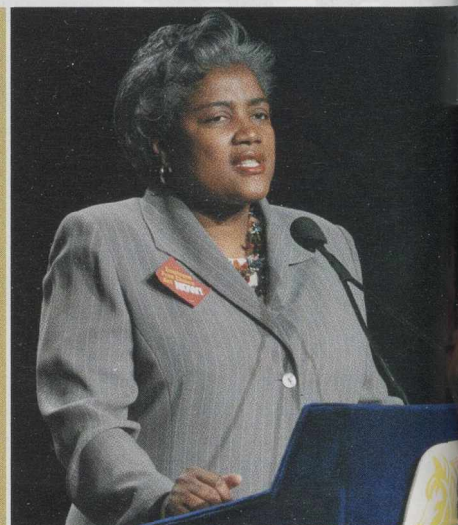
"Organizing more members is our goal and it's a necessity," said Jeff Farmer, Director of the Teamsters Organizing Department. "We must continue to organize and maintain our ambitious pace."

Teamster Power

"Employers out there may not like you," said General Secretary-Treasurer Tom Keegel, addressing the organizers. "I don't give a damn about that. I say, 'Organize! Organize! Organize!'"

The conference, titled "Teamster Organizing: Bigger, Stronger, Faster," featured presentations concerning the importance of politics, a reminder of the importance of the union's DRIVE program, and a stirring speech by Rep. John Lewis (D-GA).

"Come visit us in Congress. Invite those of us who support workers to your picket lines," said Rep. Lewis, addressing the organizers. "You will always have a friend in this member of Congress."



Local 995 Member Swears in Executive Board

First Instance of Rank-and-File Teamster Leading Oath

On a stark stage, Odee Shepherd raised her hand and invited the 29 members of the General Executive Board to repeat after her.

For the first time in the Teamsters Union's history, a rank-and-file member led the pledge the union's leadership says as they are sworn in for their five-year terms. Repeating Shepherd's words, the Teamster leadership pledged to uphold the union's constitution and always fight for the best interests of members.

"It was such a great honor to be part of the ceremony," said Shepherd, a 26-year member of Local 995 in Las Vegas. "I've always enjoyed being a Teamster but I never thought something like this would be happening."

"Odee leading our pledge made perfect sense," said General President Jim Hoffa. "We're here because of the strength of members such as her. When all of us return to our respective hometowns, our mission will be to uphold the pledge we made tonight—to always fight for our members' rights and fair treatment."

Well Arranged

"When I first moved to Las Vegas, I had a friend here who worked at a hotel," said Shepherd. "She said, 'Be sure to join your union.' I did, and I have no regrets."

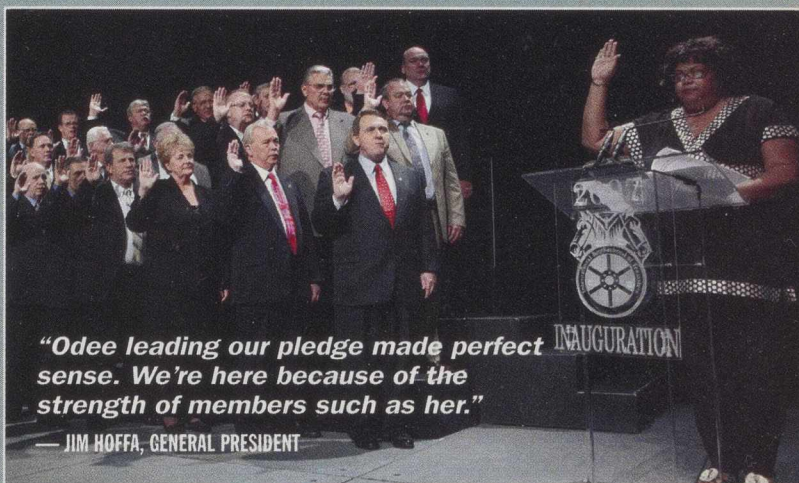
A Local 631 member since 1981, when she started working as a reservations agent at Circus Circus, she has kept her membership at Stardust and the Riviera before coming to Bally's and Paris in 2000.

Shepherd's husband, Henry, is a bartender and member of the

Culinary Workers Union at the Luxor. The Shepherds have three children, including Omar, who is a carpenter covered by Local 631 contracts at area construction jobs.

A group coordinator for Bally's and Paris hotels, Shepherd has arranged accommodations for large groups that plan events in the hotels, including this year's Unity Conference, as well as prior years' Teamsters Union events.

"I've really enjoyed being a Teamster," Shepherd said. "I'm paid a good wage, and I really enjoy the lifestyle my family and I lead. I wouldn't have it any other way."



"Odee leading our pledge made perfect sense. We're here because of the strength of members such as her."

— JIM HOFFA, GENERAL PRESIDENT



School Bus Campaign Keeps Rolling

New York, South Carolina First Student Workers Join Teamsters

Becky Finch and her fellow school bus workers at First Student in Wallkill, New York laughed, cried and hugged when the announcement was made.

"We were all so emotional when we heard the news that we had become Teamsters," said Finch, a school bus driver. "This was a sweet victory and a long time coming."

Finch and her 111 coworkers recently became the third group of First Student school bus workers

to gain representation with Newburgh, New York-based Local 445 since December. First Student school bus workers at the Valley Central bus yard, just down the road from the Wallkill yard, joined the Teamsters in December, and in January, workers at First Student's Pine Bush location, just minutes from Wallkill, also gained Teamster representation.

Supporting Each Other
"I'm so proud of everyone

coming together," said Laurie Polesel, a driver. "It's a great feeling of pride, knowing that we made this happen together and that we had the encouragement of our coworkers at other yards."

School bus workers nationwide are supporting each other in their efforts to gain Teamster representation. More than 350 First Student school bus workers in Charleston, South Carolina joined the Teamsters in December, and lent a helping hand to workers in Beaufort County, South Carolina during their organizing drive. Recently, the First Student employees in Beaufort chose overwhelmingly to become Teamsters after receiving more than 70 percent of the votes during a three-way election. The Beaufort

County location joined the Charleston, South Carolina yards as the second First Student location in the state to be represented by Local 509 in Cayce, South Carolina.

"We're pleased to welcome this dedicated group to the Teamsters," said L.D. Fletcher, President of Local 509. "We are going to fight our hardest to get them everything they deserve."

Addressing the Issues

Through Teamster representation, the 165 drivers and monitors hope to address the issues they face every day in the workplace. With the Teamsters in their corner, the workers hope to fight for a consistent wage rate, affordable health care, respect in the workplace and to put an end to favoritism by their employer.

"It is just so great to have a voice," said Sebrina Isom, a driver. "We will be able to have input on the job and fix some of the problems we've had, like getting affordable health care and respect. I am so happy to become a Teamster."

"We are all so excited," said driver Alvina Cleveland-Gadson. "The Teamsters have shown us how they can help us and we saw the strength of the Teamsters while we were organizing. It's awesome how great this turned out."

The Teamsters represent more than 30,000 members in the school bus industry. Since 2006 alone, more than 2,300 private school bus workers have joined the Teamsters nationwide.



LOCAL 671

Suffield Board of Education

Employees at the Suffield Board of Education in Suffield, Connecticut recently voted to join the Teamsters. The 93 paraprofessionals, secretaries and custodians are the newest members of Bloomfield-based Local 671.

"This whole election was about day-to-day representation," said Tony Lepore, a business agent with Local 671. "The members had long-standing problems that needed to be addressed. We are excited to have the opportunity to represent them."

"The workers wanted a strong organization to back them up and found evidence of that on our web site, then they contacted us," Lepore said.

In addition to the Suffield employees, Local 671 represents approximately 30 public works employees in Bloomfield.

LOCAL 707

Roadway Express

Eight clerical workers at Roadway Express in Brooklyn, New York now have a stronger voice and a union contract after voting to join Local 707 in Hempstead, New York. The majority of workers signed authorization cards, leading up to a non-NLRB (National Labor Relations Board) election.

"The workers were seek-

ing improved health, welfare and pension benefits, and more job security," said Kevin McCaffrey, President of Local 707. "We've already negotiated the contract. They used to pay \$50 a week for their health and welfare benefits. Now they pay nothing. They also moved from a company-sponsored 401(k) plan, and now they are part of the union's superior pension fund."

Local 707 represents nearly 100 drivers at the Brooklyn terminal.

LOCAL 63

AmeriCold Logistics

Mechanics with AmeriCold Logistics in Ontario, California recently became members of Local 63 in Covina after the company agreed to card-check recognition. The 10 mechanics join the 130 warehouse workers who became Teamsters in 2002.

"We're pleased to have the mechanics join our other members at AmeriCold," said Randy Korgan, Director of Organizing with Local 63. "We're also pleased with how smooth this process has been."

The workers joined together over concerns with inequities in pay and with the hopes of gaining retirement security through a pension plan.

Based in Atlanta, AmeriCold Logistics is the largest provider of temperature-controlled food distribution services in the country.

LOCAL 355

National Distributing Company

By nearly a 3-1 margin, 30 helpers with National Distributing Company in Jessup, Maryland became members of Local 355 in Baltimore.

"We already represent the drivers at the company," said Chip Elgert, a business agent with Local 355. "The helpers work on a daily basis with the drivers and see the difference that being a Teamster has made for them."

The helpers work with the drivers in loading and unloading products for the fourth-largest alcoholic beverage distributor in the nation.

"We don't have health benefits, vacation time or sick time so we need some changes," said Jeffrey Everett, a four-year employee. "I'm happy we are now Teamsters."

LOCAL 996

Ryder Truck Rental

Mechanics at Ryder Truck Rental in Honolulu overwhelmingly voted in favor of joining Local 996. The election for the 12 workers took place May 8.

The driving force behind the campaign began when one of the mechanics, who used to be a Local 996 member at another company, convinced his coworkers to seek union representation by sharing his own positive experience as a Teamster.

Despite the company's

various attempts to dissuade them from doing so, the workers were determined to affiliate with Local 996 because they feel that being part of Hawaii Teamsters will ensure they will be treated fairly.

"The help we received from our organizer, Bernard Nunies, was tremendous," said James Lyons, Local 996's senior business representative. "Now we look forward to negotiating a decent contract for our newest members under the leadership of our newly elected President Ron Kozuma. His vision and purpose is to build Local 996 to be the greatest labor organization in Hawaii."

LOCAL 995

Durango Hills Golf Club

On June 1, maintenance workers at the Durango Hills Golf Club in Las Vegas unanimously voted in favor of joining Local 995. There are nine members in the bargaining unit.

This marks the local's second organizing victory in less than a month, after 28 drivers, laborers and gardeners at the Cancun Resort in Las Vegas voted to join the union on May 4 by more than a 2-1 margin.

Sal Carrillo and Mark Ranger, organizers for Las Vegas-based Local 995, were also the driving force in this organizing campaign.

Teamster flight attendants rushed to the scene when Comair Flight 5191 tried to take off on the wrong runway and crashed in Lexington, Kentucky, killing 49 people and severely injuring the copilot.

Elaine Morris and Kim Domokos, members of Local 513 in Florence, Kentucky, were part of the CARE team that helped victims' loved ones after the August 27, 2006 tragedy. Last month, Morris and Domokos—along with two dozen Teamster flight attendants, pilots and mechanics—volunteered for training to be part of the actual accident investigation.

"It takes a special breed to be an accident investigator," instructor Greg Feith told the class, held in Louisville at Local 2727. "You've got to check your emotions at the door."

Feith, known as the "Mud Stud" after he led the investigation of the ValuJet DC-9 crash in the Everglades in 1997, consults with the Teamsters on aviation safety. He is a former National Transportation Safety Board senior air safety investigator who now teaches aviation safety and hosts television programs on the National Geographic and History channels.

Participating in airplane accident investigations is a special part of the union's mission to make sure members aren't killed or injured on the job.

Accident Prevention

"The basic underlying reason we're here, and why we participate in investigations, is to find the cause of the accident so it doesn't happen in the future," Nancy Garcia, a Teamsters Airline Division representative, told the class.

Knowing how an investigation works also helps aviation workers understand their rights if they are questioned after a crash. It's also useful to know how to call federal investigators if safety is breached in the maintenance hangar or on board an aircraft.

Bob Combine, President of Local 2727, which represents UPS mechanics, called the training "very enlightening."

Combine said he now has a series of questions to answer as he prepares the local to support members who could be called to join a government-led investigation. Questions might include how to make sure the company immediately notifies the union in case of an event, or how to get on the call list for the Federal Aviation Administration or National Transportation Safety Board.

Ready for Anything

Another big question: What kind of protective equipment to buy, since aircraft accident investigations can be dangerous?

Feith, for example, described how in 1997 he and his investigators waded through the Florida swamp to collect pieces of wreckage. Alligators menaced nearby, so snipers followed in airboats.

Other unexpected hazards can crop up: jagged aircraft parts, hazardous smoke

technical expertise on an investigation.

Bob Friend, Secretary-Treasurer of Local 2727, had expertise gleaned from 30 years working on airplanes to assist the NTSB investigation into the in-flight fire that ultimately destroyed a UPS DC-8 in Philadelphia in February 2006. Friend reviewed maintenance records as part of the investigation.

A mechanic who works on an aircraft every day might know more about it than the manufacturer. Feith said mechanics could tell whether a small piece of wreckage came from the tail or the fuselage just by looking at the rivet pattern. A line pilot might know exactly what a series of clicks on the cockpit voice recorder means while a management pilot might not.

Embracing Education

It was a question about snorkel-lift safety that sparked Brian Stephenson's interest in



released from burning composites, radioactive isotopes carried as cargo, dangerous chemicals at the accident site.

Investigators digging through wreckage must be aware that they may encounter blood-borne pathogens such as hepatitis B, HIV or malaria. They also face heat stroke, exhaustion and psychological stress. It's not easy collecting body parts or listening to the last moments of someone's life on a cockpit voice recorder. One investigator who'd just had a baby had to go home after she found a crash victim's wallet with photos of children in it.

Technical Expertise

The National Transportation Safety Board, the independent government agency that investigates every airplane crash in the U.S., will only allow people who can offer

getting training for accident investigation. Stephenson, a member of Local 2727's safety committee, read in the Airline Division magazine that the Teamsters Union offers

training for free. Training is generally held two to three times a year, and the locals are notified of an upcoming session. The NTSB offers the same training for \$450.

Once Stephenson broached the idea, Local 2727's Executive Board embraced the idea enthusiastically. Participants included members from Locals 120, 135, 573, 747, 769, 986, 1224 and Cape Air.

"The one thing I look for, in job safety or aviation safety, is what are your rights," Stephenson said. "If you don't know what your rights are and you don't know the process, the NTSB won't let you in."

With those rights come responsibilities, Feith said.

"You have a responsibility to each other," Feith told the class. "You're going to be the one who carries the fire to other people."

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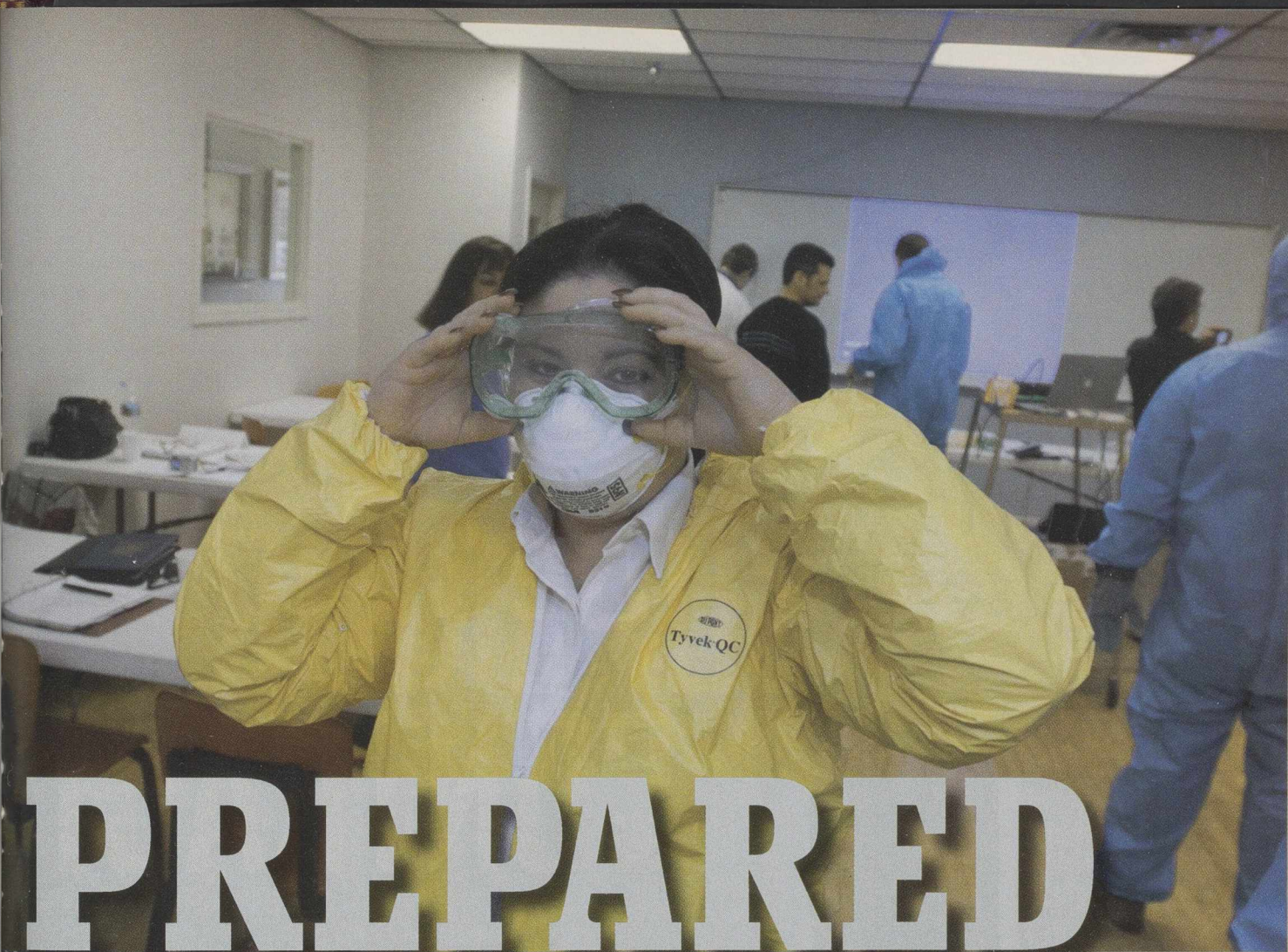
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PREPARED



**TEAMSTERS
TRAIN FOR
AIRLINE
ACCIDENT
INVESTIGATION
TEAM**

Cummins



SUPERIOR CONTRACT

**LOCAL 175 MEMBERS
WIN STRIKE,
RETURN TO WORK**



Floyd Holmes and his coworkers recently waged a six-day strike that ended perfectly. When Holmes and his coworkers returned to work, they were back on the job with the best contract Holmes has seen in his 34 years as a journeyman technician.

"We just wanted what we had before the company started taking things away. What we have now is what we had before—plus more," Holmes said.

Holmes is one of 43 Local 175 members at Cummins Crosspoint in South Charleston, West Virginia who recently voted unanimously to ratify a three-year contract with the company.

"In the space of six days, we went from no contract to the best contract these employees have had in more than 30 years," said Ken Hall, International Union Vice President and President of Local 175 in South Charleston.

"Under a Cloud"

The Local 175 members walked out because the engine rebuild and parts distributor refused to recognize the Teamster contract that was in effect when they purchased the facility in September. In January, the workers voted 37-1 to reject a final contract offer by the company.

The workers rejected the company's proposed reduction of health care benefits and its increase in premiums which were up to three times higher than they had previously paid. Cummins Crosspoint took away one paid holiday and vacation pay, eliminated seniority rights and refused to pay for repairs on workers' tools, which had been practiced for more than 30 years.

"We were living under a cloud. We didn't know what we would have from one day to the next," said Holmes, a skilled employee who works on 3,000-horsepower engines.

Under this cloud of uncertainty, the members banded together. They gathered at one of the nation's largest trucking events, the Mid-America Trucking Show in Louisville, Kentucky, where they converged on the company's booth. The International Union's Strategic Research

and Campaigns Department put pressure on the company through leafleting and investor actions. The International Union called on investors to make sure that the company lived up to social responsibility standards in West Virginia and at its other nationwide locations in the future. With the support of their local and the International Union, the Local 175 members were energized and united to hold out for what they deserved.

Great Contract

The workers decided not to accept the contract offer and instead voted unanimously to go on strike. The strike ended on the sixth day with a tentative agreement that the workers voted unanimously in favor of on April 7.

The new contract provides for health care coverage under a Teamster plan instead of the company plan. All holidays, vacation days and seniority rights were restored, and the company agreed to pay for repairs on worker-owned tools. The agreement also includes a wage increase of \$1.10 an hour the first year and 3 percent in the second and third years of the contract.

"The perseverance of our members, as well as the company's recognition that mistakes had been made and their willingness to rectify them, resulted in our agreement," Hall said. "We're glad to have our members back at work under a great contract."



Bakery Workers Triumph

Members Stand United to Save Jobs

Ben Bailey and Todd Harkraider have worked for a combined 43 years at Flowers Baking in Bluefield, West Virginia. So, when the company proposed cutting 40 jobs, including theirs, they sprang into action.

"Every day I called my coworkers to keep us united," said Bailey, a 32-year employee who is a driver. "We had to let the company know we were united and we were going to strike if they tried cutting the 40 jobs."

Bailey and Harkraider, an 11-year employee who is a shipping clerk, both served on Local 175's negotiating committee fighting the job cuts. Although both Bailey and Harkraider would have gotten new positions because of their seniority, they did not want to see their coworkers lose their livelihoods.

"Our coworkers stood behind us all the way," Harkraider said of the drivers and shipping workers who could have lost their jobs.

In mid-May, the workers ratified a five-year contract that contains many improvements and saves the jobs.

Saving Jobs

"Our members remained united throughout the contract campaign and they did not allow the company to divide the unit by cutting the transport drivers and shipping employees," said Ken Hall, International Vice President and President of Local 175 in South Charleston, West Virginia. "We helped save 40 jobs and won everyone more job security by negotiating a five-year contract."

From the start, the company proposed cutting 22 transport drivers and 18 shipping workers. The company refused to budge on the cuts, and workers unanimously approved a strike-authorization vote the day before Local 175 turned the tables on the company by giving management a final offer that made sure members' jobs were saved.

Thanks to the member unity, the company was forced to accept Local 175's final offer, which includes pay raises of 45 to 50 cents in each of the five years. The contract also includes pension-contribution increases of 12 percent.

Bailey and Harkraider praised the leadership of Hall, who gave the company the final offer, which led to the victory.

Teamster retiree Mike Caputo helps out when Local 500 calls, so when Farm Aid needed drivers last year to take performers and other VIPs to and from the concert venue in Camden, New Jersey, Caputo once again answered the call.

"I'm a Teamster through and through. Whenever there is a cause worth fighting for, I help out any way I can," said Caputo, a 42-year driver who was a member of Local 107 and Local 500 in Philadelphia. "It was a great time. I drove Willie Nelson's publicist and the Calhoun Brothers."

Since its first concert in 1985, Farm Aid has raised more than \$30 million, and hundreds of Teamster volunteers have played a crucial role by providing the transportation

to and from airports, hotels and the concert venue for production crews, artists and VIPs.

"The Teamster volunteers play a pivotal role in Farm Aid," said music legend Willie Nelson, President of Farm Aid. "Whenever we need drivers to help with our local transportation needs, the Teamsters always deliver."

"Without the Teamsters, it would be very hard to find people who know their way around the communities where the concerts are held," said Mark Smith, campaign director for Farm Aid. "The Teamsters provide round-the-clock transportation, driving artists, management and VIPs. We appreciate the Teamsters."

An Idea is Born

The trio of Nelson, Neil Young and John

Mellencamp organized the first Farm Aid concert in 1985 to raise awareness about the loss of family farms and to raise funds to keep farm families on their land. Dave Matthews joined the Farm Aid Board of Directors in 2001. Farm Aid promotes food from family farms to create a strong and resilient family farm system of agriculture. Farm Aid is a nonprofit organization whose mission is to keep family farmers on their land, and to restore family farm-centered agriculture.

According to Farm Aid, the effort started as an idea at the Live Aid Concert when Bob Dylan said on stage, "Wouldn't it be great if we did something for our own farmers right here in America?" Nelson, Young and Mellencamp agreed that family farmers were in

Farm Hands



Aid dire need of assistance and decided to plan out a concert for America. The first show was put together in six weeks and was held on September 22, 1985 in Champaign, Illinois before a crowd of 80,000 people. Performers included Bob Dylan, Billy Joel, B.B. King, Loretta Lynn, Roy Orbison, Johnny Cash, Tom Petty and many more.

John Hasley, a member of Local 710 in Chicago, has volunteered at Farm Aid since 1997. Hasley has helped with transportation, and has also taken photographs of Teamster volunteers and the musicians performing on stage. Hasley took the photographs accompanying this article, which include Teamsters and musicians Willie Nelson, Steve Earle, Dave Matthews and Darius Rucker (of Hootie and the Blowfish).

"I always make sure we have Teamster gear on so we stand out," said Hasley, a longtime Teamster carhauler. "Farm Aid is such a good cause. The American family farmer is not much different than Teamsters. In fact, many are Teamsters."

For example, many Teamsters across the country work part-time at UPS so they can have health and pension benefits that the Teamsters have negotiated, Hasley said. "Family farmers and the Teamsters face many of the same challenges. I hope to help out at Farm Aid for many more years to come. I urge all Teamsters to support this cause," Hasley said.

"Wherever the concert is held, Farm Aid always involves organized labor and makes clear the shared experiences and interests of

How to Help

This year's Farm Aid concert will be on September 9 in New York City

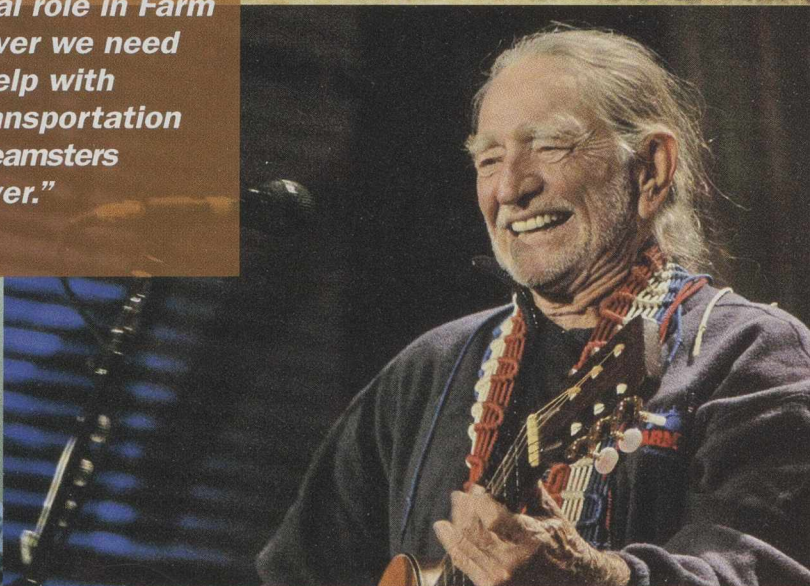
To make a donation or for more information, visit Farm Aid's web site (www.farmaid.org) or call 1-800-FARM-AID (327-6243) or e-mail memberservices@farmaid.org.

farmers and workers," said Carolyn Mugar, Farm Aid's executive director. "At a very fundamental level, the struggle of family farmers and workers is the same; it's about economic fairness and social justice."

Teamsters Play Pivotal Role in Making Farm Aid a Success

"The Teamster volunteers play a pivotal role in Farm Aid. Whenever we need drivers to help with our local transportation needs, the Teamsters always deliver."

— WILLIE NELSON



Bargaining Together

RAIL COALITION DELIVERS STRONG CONTRACT

After nearly 30 years of pattern bargaining and employer-dominated negotiations, members of the Brotherhood of Maintenance of Way Employees Division (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen (BLET) ratified a new industry-wide agreement in June 2007. The five-year agreement covers more than 50,000 engineers, trainmen and maintenance of way members working on freight rail lines across the United States.

"I congratulate the Rail Labor Bargaining Coalition for standing tall in these negotiations," said Jim Hoffa, Teamsters General President. "This is a rallying day for rail labor. After 30 years, it's a sign of labor's strength that union members from different rail unions were able to effect a pro-worker agreement from the rail corporations. Being an essential

link in the global supply chain, we knew all along that railroads were profitable, and now our members can benefit from their prosperity."

"It's a good contract and together with other members of the Rail Labor Bargaining Coalition we were able to keep the carriers at bay," said Don Hahs, President of the BLET. "The carriers had staffing and consolidation in their sights. They were aiming at the signalmen and the BMWED, but because we were part of the RLBC, we all stood together."

"We were determined to attack the abuse of pattern bargaining and bring balance to negotiations," said Fred Simpson, President of the BMWED and Teamsters International Vice President. "This is the first multi-industry, multi-union agreement since the 1960s."

Rail Coalition = Strength

"At the outset of this round of negotiations in November 2004, we were determined to change the usual



course of bargaining for the betterment of our members," said John Murphy, Director of the Teamsters Rail Conference and Teamsters International Vice President.

Both the BLET and BMWED were part of the Rail Bargaining Coalition along with equal partners in the other unions: Brotherhood of Railroad Signalmen, the Sheet Metal Workers, the Boilermakers, the Firemen and Oilers and the Train Dispatchers. Members of negotiating teams from all of the unions in the coalition participated in regular bargaining sessions.

"In this coalition, information was freely shared and bargaining strategies were coordinated," Murphy said.

"I voted for the contract because it's one of the better ones we've had in a long time," said Larry Phillips, a CSX employee and Chairman of BMWED Lodge 409 in Chicago. "I've talked to other guys in my lodge and around the system and they are all for it. If we hadn't been part of the rail bargaining coalition the carriers would have picked at us one by one. This is a good time for solidarity in rail labor."

In addition to members at CSX, members working on Union Pacific, Norfolk Southern, Burlington Northern Santa Fe

and Kansas City Southern are covered.

For rail conference members, there were significant gains in wages and health and welfare benefits in the new contract. Highlights include:

- Retroactive pay of more than \$2,400 per employee, on average. The actual amount each employee received will be based on the starting rate of pay and number of hours worked during the period from July 1, 2005 (date of the first wage increase) to the effective date of the agreement.

- General wage increases on the following schedule:

- July 1, 2005: 2.5 percent;
- July 1, 2006: 3 percent;
- July 1, 2007: 3 percent;
- July 1, 2008: 4 percent; and
- July 1, 2009: 4.5 percent

- Expansion of in-network benefits and co-pays to employees who cannot obtain them today, effective July 1, 2007.

- In-network availability for more than 90 percent of all employees, up from 75 today.

- Changes to in-network co-pays to pay for network expansion plans as follows:

- Visit to family doctor from \$15 to \$20;
- Visit to specialist from \$15 to \$35; and
- Emergency room visit (when not

admitted as patient) from \$30 to \$50.

- Prescription drugs:

- Retail \$10 generic; \$20 brand name; \$30 non-formulary; and
- Mail-order \$20 generic, \$30 brand name; \$60 non-formulary.

- Employee cost-sharing payments are 15 percent of monthly premium (employees currently pay about 14-15 percent of the January 1, 2009 rate, whichever is greater). There will be no increase during the period unions and railroads bargain over the next contract.

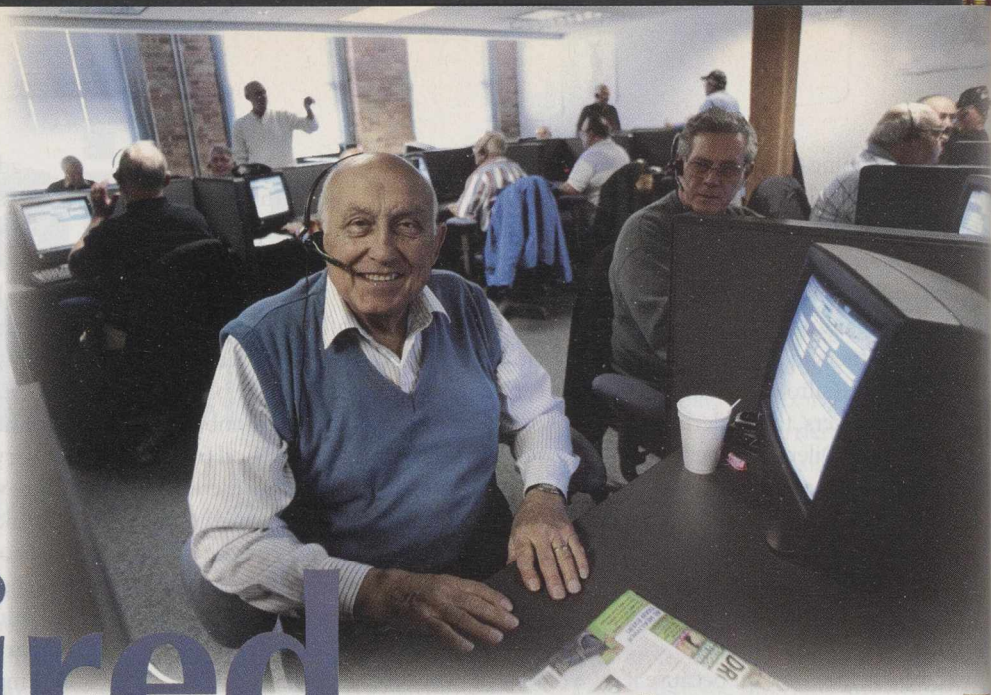
- Cost share adjustments will be made on January 1, 2008; January 1, 2009; and January 1, 2010.

- Employee cost-sharing on January 1, 2010 will be capped at \$200 per month, or 15 percent of the January 1, 2009 rate, whichever is greater. There will be no increase during the period the unions and railroads bargain over the next contract.

- Elimination of the Harris COLA.

- Carriers will withdraw all work rule proposals regarding staffing/consolidation, manpower utilization and productivity improvements and job actions.





Retired and Inspired

TEAMSTER RETIREES TURN POLITICAL TIDE IN CHICAGO

After retiring, Dave Pavic still felt he had work to do. The Chicago-area resident had been a driver and Teamster member for 42 years, and could easily have enjoyed a leisurely retirement on the golf course. Instead, Pavic chose to remain active in the Teamsters to ensure a better future for people in his hometown.

"With all the years I put in, I believe the union has a place in the future of America. I didn't like what was going on with the changes in our country, so I got involved to help make things better," Pavic said.

Pavic was one of several dozen Teamster retirees who recently volunteered their time with Joint Council 25, reaching out to voters in Chicago's aldermanic elections. The volunteers worked to elect labor-friendly candidates to the city council by calling on residents to get to the polls. Their hard work paid off in the February election, where Joint Council 25 endorsed 40 candidates out of the 50 potential seats, with 70 percent of the candidates winning outright and 22 percent going to an April 17 runoff. In the runoff election, 70 percent of Teamster-endorsed candidates were victorious.

"This election was a great success for labor in the city of Chicago," said John T. Coli, an International Vice President and President of Joint Council 25. "It proves labor is a major political force."

Mobilizing to Win

Along with Change to Win alliance partners, SEIU, the Chicago Federation of Labor and other labor organizations, the Teamsters mobilized to make a difference in Chicago politics.

The successes came, in part, from a large-scale effort by Joint Council 25 to mobilize their resources and manpower for change. Teamsters were energized by Mayor Richard Daley's veto last year—the first in his six-term tenure—of the "big-box" ordinance. The ordinance would have required large retailers like Wal-Mart to pay their workers at least \$13 an hour in wages and benefits.

"After the 'big-box' veto last summer, we saw who labor's friends really were on the city council," Coli said. "We wanted to show the council they could no longer ignore the working families of Chicago. We definitely got our point across."

Teamster retirees were concerned with all that was at stake for working families in



Chicago—employment, a living wage and health care, among other issues. Many of the retirees were motivated to get involved after the "big-box" ordinance was shot down.

"That was the catalyst for me," said Frank Fosco, a retired 45-year Teamster member who got involved through the Local 705 Teamsters Retiree Club. "We were always able to earn a good living by being union. I felt some of the politicians snubbed working people."

Educating Voters

Dolores Camardo also learned about the volunteer opportunity through the retiree club. "Some of the politicians have been in power too long and have grown complacent," Camardo said. "Too many of the



Staying Involved

600,000 Teamster Retirees are Making a Difference

Ed Scribner, Director of the Teamsters Department for Retiree Affairs, likes to say that Teamster retirees are “retired from work, not from the union.”

With more than 300 Teamsters Retiree Clubs/Chapters throughout the United States and Canada, Teamster retirees are remaining active and helping make a difference.

“The retirees are the ones who built this union. No matter where you go, Teamster retirees are proud of their union and want to help it in every way possible,” said Scribner, a 57-year Teamster.

The Department for Retiree Affairs was created in 1983 with the goal of mobilizing and activating Teamster retirees, as well as promoting issues of importance to retired members. Through local chapters, retirees are involved in volunteer organizing and political outreach, among other activities.

There are more than 600,000 retired Teamsters, all of whom have the opportunity to continue their participation in the union. Upon retirement, members are sent materials inviting them to join a local chapter. Every retiree is eligible to join and to recruit fellow retirees to become active.

others to get involved.

“I will be talking to younger members, as well as retirees, with Local 710 and Local 705. I will encourage them to get active in the union because the leadership in the union can’t do it all,” Pavic said. “It’s up to all of us to do our part.”

same people are voted in because people don’t know about their other choices.”

Camardo and her fellow Teamster retirees let the people of Chicago know about their choices. The volunteers spent weeks calling residents of the various wards, informing them of their options and reminding them to vote.

“It’s interesting,” said John Stagg, a former Roadway Express driver, 37-year Teamster and lifelong resident of Chicago. “I got to talk to all kinds of people from all over the area and I get to do something I feel is important.”

The weeks of phone banking paid off when the volunteers celebrated victories for labor-backed politicians across the city. Most notable was the defeat of Burt Natarus, a 36-year incumbent in the 42nd Ward, by labor-backed Brendan Reilly. Natarus had the second-longest tenure on the council and had opposed the “big-box” ordinance.

“It’s Up to All of Us”

After a strong showing by labor-backed candidates like Reilly in the February election, Wal-Mart gave \$100,000 to a fund created by Daley’s supporters for

aldermanic allies in tight runoff races. Nonetheless, in the seven races where Teamsters phone banked for candidates, all of these candidates were victorious. One of the most notable wins was in the 3rd Ward, where Pat Dowell unseated Dorothy Tillman, an incumbent backed by Daley. Overall, there were more aldermanic defeats this election year than in any year since 1991, thanks in large part to the efforts of Teamsters in getting out the vote.

“I think we bettered the city of Chicago,” said Joe Zambole, a retired 39-year Teamster. “I really believe in the candidates we backed and that they want to better the city and the neighborhoods they’re in. I think they will provide good leadership.”

Pavic is hopeful about the future and plans to stay involved by encouraging



**Rural/Metro
Ambulance**
50 Years of Serving Others

LIFE

**EMTS, PARAMEDICS
AND DISPATCHERS
SAVE LIVES DAILY,
RECEIVE STRONG
TEAMSTER SUPPORT**

On a mid-summer afternoon in Spokane Village, Washington, Andy Singleton would make a major difference in a 14-year-old's life. The teen had been riding on the outside of her friend's car, sitting on the spoiler and reclining against the back window. The driver turned sharply at a corner and the girl rolled off, onto the street.

"We arrived on the scene within three minutes," said Singleton, a paramedic (and former emergency medical technician, or EMT) for American Medical Response and 18-year member of Local 690 in Spokane. "The patient had agonal respirations [shallow, infrequent breathing] and heavy head trauma. She was unconscious and unresponsive."

Singleton and another paramedic's first challenge was to see that the patient's breathing was unobstructed. Singleton inserted an endotracheal tube into the mouth and trachea to ensure that the airway was not closed off and that air could reach the lungs—a prolonged lack of oxygen could cause death to muscle or brain tissue.

"The endotracheal tube protects a patient's airway," Singleton explained. "If you aspirate anything into your lungs, that can cause aspiration pneumonia, which is 50 percent fatal in itself. Considering her condition, had she not received medical attention, she likely wouldn't have lived."

Singleton stabilized the patient's breathing and played a major role in getting her to a hospital quickly. Today, three years after the accident, the patient is an honor roll student at her high school.

"Teamster emergency medical service workers skillfully perform intense, life-saving work that benefits communities across the country," said Jim Hoffa, Teamsters General President. "They perform stressful, fast-paced jobs and I'm proud that we can provide these special members with the power of strong Teamster representation."

A Strong Union for EMS Workers

Thousands of emergency medical service (EMS) workers across the country—including dispatchers, EMTs, paramedics, and related workers—are proud Teamsters. In addition to Spokane, Teamster EMS workers assist the public in several cities and towns, including Seattle; Miami; Los Angeles; Philadelphia; Newark, New Jersey; Des Moines, Iowa; and Schenectady, New York. Teamsters have been honored with numerous accolades and have received the prestigious Star of Life award.

"The Teamsters bring the power of a big union to EMS workers," said Carl Haynes, Director of the Public Services Division. "Our contracts offer strong wages and benefits, and we have considerable power at statehouses and on Capitol Hill. Any time I

SAVERS



GOLD STARS

Sean Bacon Honored with Star of Life Award

Remaining calm at work is vital for Sean Bacon, an eight-year EMT dispatcher stationed at American Medical Response's command center in Seattle. "If you get hysterical when people call with an emergency, it makes people who are calling even more worried," said Bacon, a member of Local 763 in Tukwila, Washington.

This May, in their annual Star of Life awards, the American Ambulance Association honored the cool of Bacon and fellow emergency medical service workers from across the U.S. Bacon joined a group of outstanding Teamsters who have received or been nominated for the award for workers who performed their life-saving jobs exceptionally.

"Sean's actions have saved and benefited countless people's lives," said Jim Hoffa, Teamsters General President. "In addition, as a shop steward, he helps colleagues enjoy a more secure work environment."

Bacon was honored for instructing a screaming mother on how to perform the Heimlich maneuver on her choking baby (she succeeded in

clearing the baby's windpipe), orchestrating the coordination of ambulances from six counties to evacuate nursing homes, and helping a boy who had a TV fall on him—although the boy was concerned about something other than his predicament.

"He said his mom was going to kill him," Bacon said. "But he couldn't lift the TV off his chest and he was having trouble breathing."

Bacon asked the boy a few questions, including whether anyone else was home (his mom was) and whether he could scream for help (he couldn't). "I asked him how he had called, if a phone was nearby, and he said he'd called on his cell

phone, which was in his pocket," Bacon said. "So we called his mother on the land line and told her that her son was trapped under the TV. She came into the room and pulled the TV off of him."

The Latest Winner

"I didn't think I was going to win one of the awards," Bacon said, noting that thousands of people are nominated annually for the award. "They don't usually pick dispatchers."

"I'm sure the judges realized the importance of quick thinking in this field," said Jeff Clark, Local 763 business agent and former EMT. "Sean is clearly skilled and knows how to perform his job. Plus, he's a stand-up guy at work—he's one of the shop stewards in the dispatch unit."

"I like the security of being a Teamster, knowing that someone has my back," Bacon said. "I enjoy the challenge of being a steward, ensuring that our contract is implemented fairly for all employees."

Bacon is only the latest Teamster to receive the award. Last year, paramedic Kym Plaisance, a member of Local 690 in Spokane, Washington, received the honor for volunteering to travel to the Gulf Coast area to assist victims of Hurricane Katrina.



meet an EMS worker who isn't a Teamster, I tell him or her, 'Come join us.' We are absolutely dedicated to building our EMS ranks."

In 1996 Singleton helped organize his 110-person American Medical Response (AMR) facility, which includes approximately 50 paramedics, 50 EMTs, eight dispatchers and a mechanic. Since becoming a Teamster, pay rates for Singleton increased from \$7 to \$20 an hour, and he and coworkers have a major say in working conditions through a labor-management committee established in their labor contracts.

"I love being a Teamster," Singleton said. "It's a huge, active union, and we're building membership. My local officers are very responsive—when I have a problem at work, I pick up the phone and someone is there to fight for me and my coworkers' interests."

Singleton recalled an episode a few years ago when his company was working to have its contract renewed with the city: "We got a huge amount of support from UPS drivers, bakery workers, truck drivers, police and police dispatchers and other fellow Teamsters. They talked us up anywhere they went. That had a big impact on city council members' decision to renew the contract with AMR. These are the kinds of things you can't get at your local grocery store or in some small union—you have to be the member of the Teamsters. It makes a major difference."

"It's all about experience and power," said Justin "Buck" Holliday, President of Local 690. "In addition to flat-out knowing how to negotiate contracts, our members give us tremendous political power. In an industry that relies on public funds, that is awesome power."

Building Power at AMR

After working for 19 years as an EMT in New York City and Seattle, Jeff Clark knows the EMS field. As a business agent with Local 763 in Tukwila, Washington, Clark represents some 400 dispatchers and EMTs at AMR and 80 EMTs at Rural/Metro Ambulance.

"I've helped negotiate three contracts with AMR, the first two as an EMT and shop steward, the latest as a business agent," Clark said. "What we've noticed here is similar to what's happening across the country. Independent ambulance companies are being bought by big corporations that often have different management styles."

The change was noticeable to Clark and his coworkers. When AMR came in, they sold a lot of assets and started leasing space rather than owning buildings—they also raised insurance premiums for workers. The EMTs, Clark said, wouldn't stand for the latter.

"We built a network of EMTs and determined what we wanted for our contracts," Clark said. "One of the main things was a return to our former health care coverage plan."

The results speak for themselves. The workers' latest contracts secured a return to 100 percent health care coverage for workers and family members, clarifies pay rates, ensures fair rest time, re-implements cost-of-living increases and switches workers' compensation from a salary to hourly—providing fair treatment to those workers who choose to work more than 40 hours a week. The latest contract was ratified by 82 percent of voting members.

"We had great cohesion during negotiations. That's why it was overwhelmingly passed," said Alan Kinnard, an EMT and 13-year Local 763 member and shop steward. "The contract gives us strong wages. We've always had comparatively good benefits. I think this most recent contract and the one before are the best we've had."

"When I meet an EMS worker who is not a Teamster, I tell him

or her: What the Teamsters provide is job security and protection, improved wages and benefits," Clark said. "This enables you to focus on improved patient care, allows you to focus on what you need to do—get people safely to a hospital."

Dispatchers Join EMTs

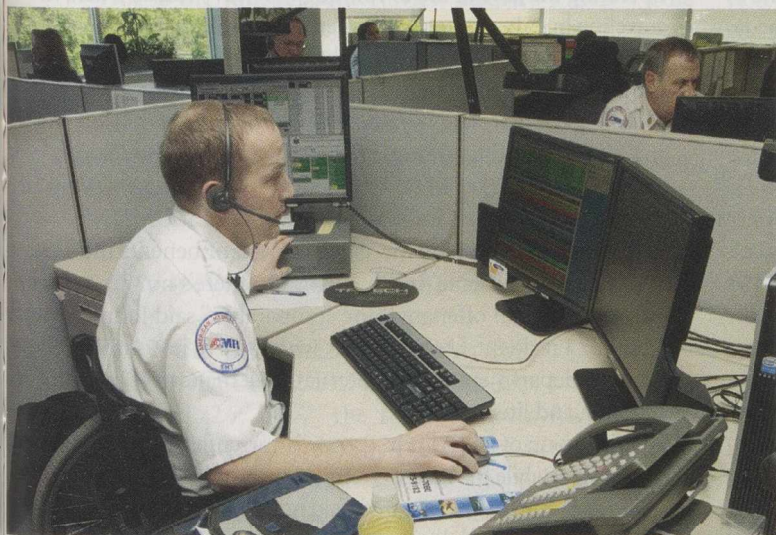
AMR dispatchers took note as the EMTs negotiated their latest contract. "I would tell the dispatchers that they should join us and we should stick together," Clark said. "They saw the power of being part of Local 763."

In mid-2005 the dispatchers voted to join the Teamsters. The workers ratified their first contract the following summer.

"We were concerned about wages, benefits and job security," said Sean Bacon, an EMT dispatcher and Local 763 member.

"We've seen how well things have turned out for the for the EMTs, that got us interested in joining the Teamsters."

The dispatchers' decision to join the Teamsters was supported by Duane Tews, an EMT in AMR's deployment office and a 35-year member of Local 763.



**"BEING UNIONIZED
IN THIS INDUSTRY
MEANS FAIRNESS
AND JOB SECURITY."**

—DUANE TEWS, LOCAL 763

"Being unionized in this industry means fairness and job security," he said, crediting his job to having been saved by the grievance procedure negotiated by Local 763. "It ensures wages and fair working rules, and protects against favoritism."

Tews noted that the EMS service had changed owners several times during his 35 years at the company (owners have been based Japan, Canada, Washington state and New York), but each time there was a buyout, Teamster representation continued, ensuring that workers have a good handle on work in Seattle and surrounding King County.

Safer at Home

Local 783 in Louisville represents approximately 250 EMTs and paramedics in the metropolitan EMS service, providing workers the opportunity to earn up to \$100,000 a year, a strong 20-and-out pension, and opportunities for career advancement.

"Once our EMTs have been trained, they're paid to go back to school, where they can strengthen their skills or study to become paramedics," said Denny Norris, Local 783 Secretary-Treasurer.

"From there, because the nursing shortage is such, paramedics can gain additional training and become an emergency room technician or an R.N. They won't be Teamsters any more, but they're providing a valuable service to the community."

The opportunity for career advancement, Norris said, has been taken by several members.

"While we're sorry to see the member leave the union, on the other hand they're becoming an asset for the good of the county," Norris said. "That's incredibly important. When someone leaves, we work to bring a new EMT into the union, and train him or her. It puts experienced people into our emergency rooms and keeps young blood in our union."



Union representation has helped members sleep at night, as well, Norris reported. "We had a tragic accident not long ago involving three children who burned to death," Norris said. "It was an awful thing, and it's one of the gruesome sides to this line of work. Well, we had a member who is a mother who answered the call. She was traumatized by what she saw."

The local banged at the mayor's office door, demanding counseling for the member. "That member got the counseling she needed to handle such a rough scene, and we were able to ensure that, God forbid, should another member need similar assistance, the same treatment will be available for him or her."

'Absolutely, Positively, 100 Percent'

"Absolutely, positively, 100 percent, it's good to be a Teamster EMT," said Dwain Rosengrant, a 19-year EMT at Springettsbury Township Emergency Medical Services. "The average EMT in our area makes \$9 to \$12 an hour. We make \$19 an hour. The difference is incredible."

"We all want to know that someone providing us with life support is concerned with saving a life not about whether he or she will lose their job if they make a mistake," said Bill Olmeda, a business agent for Local 776 in Harrisburg, Pennsylvania, which also represents 14 workers at Grantley Fire Company. "God forbid, but if something happens and I need to rely on lifesaving assistance, these are the guys I want to assist me. They're incredibly well trained and I know they're dedicated to saving lives."

The Springettsbury workers are covered by a five-year contract that provides steady wage increases, a strong health insurance plan and a pension plan with 9.5 percent contributions paid by the township.

"There's no fathomable way we could have gotten our contract without the Teamsters," Rosengrant said. "Over the months that we

were in negotiations, we would propose something and the city's negotiator would say, 'Absolutely not, we can't give you that.' On our own, we wouldn't be able to fight this. As Local 776 members, we filed poor-faith bargaining charges against them. They came back to the table and we got everything we asked for and more."

Rosengrant, a union steward for the past five years, takes a long view of the agreements reached between Local 776 and Springettsbury Township.

"Every contract has progressively gotten better," Rosengrant said. "If you look back at our contracts in the 1980s, they're not as strong as what we have today. Would we have gotten this without the Teamsters? No way."

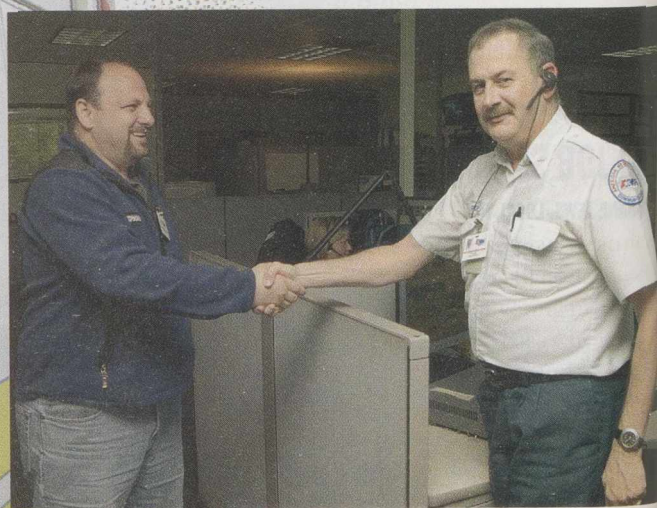
EMS Workers Do It All

"Around here, EMS people are often an afterthought, not like the fire or police workers," said Tony Silva, business agent for Local 97 in Union, New Jersey and a former 10-year EMT at the University of Medicine and Dentistry of New Jersey (UMDNJ). "We're counteracting that. Our guys do an incredible range of work, from operating the jaws of life to running the heavy rescue truck, to traveling by bike, van or helicopter. We provide extraction services and high angle rescues. We're fighting to make sure they get the same credibility the others receive."

The local represents some 230 EMS workers statewide, including 30 EMTs and EMT supervisors in Patterson and Passaic, and more than 200 EMTs, paramedics and dispatchers (who are trained as EMTs) are among 3,700 Teamsters at UMDNJ.

"When you compare the sheer amount of benefits the Teamsters bring to the table for EMS workers, there's no way a small organization can offer anything comparable," said John Gerow, Local 97 President. "For instance, when you're in contract talks, we have departments at the International that can assist with research and literature."

The group of 24 EMTs in Passaic is currently negotiating its first contract, while the recent contract for the eight EMT supervisors in Patterson secured paid holidays and training classes, minimized the issue of supervisors being able to drive an ambulance, and raised wages for the workers, some of whom are scheduled to receive checks from \$8,000 to \$12,000 upon the contract's ratification.



REPORT 102 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: June 4, 2007

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Second Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new report, an update on prior charges and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORT

A. FRANCIS J. GILLEN - LOCAL 500, PHILADELPHIA, PENNSYLVANIA

On April 26, 2007, the IRB issued an Investigative Report to General President Hoffa concerning Francis (Frank) J. Gillen, an International Vice President, Joint Council 53 President, Local 500 President and Pennsylvania Conference of Teamsters President. The Report recommended that Mr. Gillen be charged with bringing reproach upon the IBT and failing to cooperate with the IRB while International Vice President, Joint Council President, PA Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing has been scheduled for July 11, 2007.

III. UPDATE ON PRIOR IRB CHARGES

A. WILLIAM T. HOGAN, JR. - FORMER PRESIDENT OF JOINT COUNCIL 25 AND INTERNATIONAL REPRESENTATIVE

The United States Attorney for the Southern Dis-

trict of New York announced on April 30, 2007, that William T. Hogan, Jr., a former President of Joint Council 25 and an International Representative, was charged with criminal contempt of the court-ordered Consent Decree that resolved the Government's historic civil racketeering action against the Teamsters Union in 1989. Among other things, the Consent Decree permanently bars all Union members and officers from "knowingly associating" with any person barred from participating in Union affairs. As reported by the IRB previously in the *Teamster* magazine, Mr. Hogan was permanently barred from the Teamsters Union in 2002 for violating the Teamsters Constitution.

It is alleged that even after Mr. Hogan was permanently barred he nevertheless continued to knowingly associate with various Union members and officers on at least 150 occasions, in person and by telephone. In so doing Mr. Hogan is charged with having aided and abetted those members and officers in violating the Consent Decree, and thereby acting in criminal contempt of the Consent Decree.

On April 27, 2007, United States District Judge Loretta A. Preska issued an order for Mr. Hogan to show cause on why he should not be adjudged in criminal contempt.

IV. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and a hearing panel was appointed. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate. The IRB then made an application to Judge Preska for review. The matter is with Judge Preska.

B. THOMAS RYAN - LOCAL 107, PHILADELPHIA, PENNSYLVANIA

In the August 2006 issue of the *Teamster* magazine we informed you that after new counsel to Mr. Ryan notified the IRB of his contacts with Judge Preska for disposition of the IRB decision of permanently barring Mr. Ryan, an application was made by the IRB for ruling by Judge Preska.

On January 16, 2007, Judge Preska ruled that Application 122 was granted, and the IRB's decision was entered as an order of the Court. Judge Preska's Order is printed in full in this issue of the magazine.

C. JAMES D. JACKSON - LOCAL 299, DETROIT, MICHIGAN

In the last issue of the *Teamster* magazine we informed you that the IRB issued an Investigative Report to General President Hoffa recommending that James D. Jackson, a member of Local 299, be charged with bringing reproach upon the IBT and violating his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001.

General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007. On May 23, 2007, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Jackson from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB has the matter under consideration.

D. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing and post-hearing documents have been received. The IRB's decision is in process.

E. GEORGE DiPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that George DiPilato, former President of Local 502, while a member and the President of Local 502, allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local funds and property to his own use and the use of others, and brought reproach upon the IBT when he embezzled over \$20,000 from Local 502. Mr. Hoffa filed the charges against Mr. DiPilato. Prior to his hearing, Mr. DiPilato signed an agreement seeking to resolve the matter. The approved agreement with evidence of restitution has been sent to the District Court for review by Judge Preska.

F. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision is with Judge Preska for review.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the web-site at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT
OF NEW YORK

88 CIV. 4486 (LAP)

UNITED STATES OF AMERICA,

Plaintiff,

-against-

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, et al.,

Defendants.

APPLICATION NO. 122

Re: Thomas Ryan

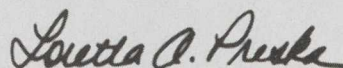
LORETTA A. PRESKA, United States District Judge:

On March 16, 2006, pursuant to discussion between the parties and after conferring with this Court, the Independent Review Board ("IRB") filed Application 122 in order to facilitate this Court's review of Thomas Ryan's claims regarding the disciplinary action taken against him based upon two IRB-recommended charges.

Upon this Court's review of the submissions of the parties and for the reasons stated on the transcript of oral arguments on January 16, 2007, it is hereby ORDERED that Application No. 122 [Docket Entry No. 3925] of the IRB is granted, and the IRB's decision is entered as an order of the Court.

SO ORDERED.

DATED: January 16, 2007



LORETTA A. PRESKA, U.S.D.J.

Dennis, Mike and Kevin Garrett don't get to see each other often, even though they live only 50 miles apart. The three brothers are too busy flying planes, running trains and driving trucks.

Dennis, 56, is a BNSF Railway locomotive engineer in Eudora, Kansas. Mike, 54, is a driver with UPS out of Topeka, and Kevin, 53, is a captain with NetJets, also based in Topeka. All three brothers are proud Teamsters.

"As children, we lived close to the train tracks. My mother said when I was little I'd hear the trains and would run out to watch them before I was even old enough to remember," said Dennis, a member of BLET Division 130 in Kansas City. "I was interested from the start, and knew this was what I would be doing someday."

When Dennis was growing up, his father flew planes as a hobby, and even had

one of his own. Dennis and his brothers all learned to fly, but Kevin became the brother that would make flying into a career.

True Calling

Fresh out of high school, Kevin worked the rails, but unlike his brother Dennis, Kevin quickly realized that this was not his true calling. He flew helicopters and air-planes with the Army for the next 20 years, and for the past 10 years has been a pilot with NetJets. Each day on the job is a new adventure.

"I love my job. I like the planes we fly and the variety to the job," said Kevin, a member of Gahanna, Ohio-based Local 1108. "And because we're Teamsters we have plenty of rest time, as well as good pay and benefits."

Mike Garrett is also thankful for the benefits that come along with being a Teamster. When Mike was hospitalized

for 10 days last summer, the \$83,000 in medical bills were covered.

All Teamsters

"As a Teamster, I have the peace of mind knowing that I have great health benefits, wages, job security and a good retirement plan," said Mike, a member of Local 696 in Topeka.

Mike gained valuable experience early on as a vehicle mechanic in the Air Force and as a driver hauling pipe for a pipeline company. He has been a driver with UPS for over 30 years.

With their busy travel schedules, the brothers may not always have the time to see each other, but always find the time to keep in touch.

"We e-mail and talk pretty often," Kevin said. "One day we got to talking about how it is that all three of us are in transportation. And we are all Teamsters."

Planes, Trains and Automobiles

TEAMSTER BROTHERS HAVE TRANSPORTATION COVERED



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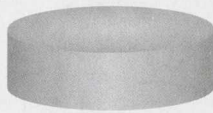
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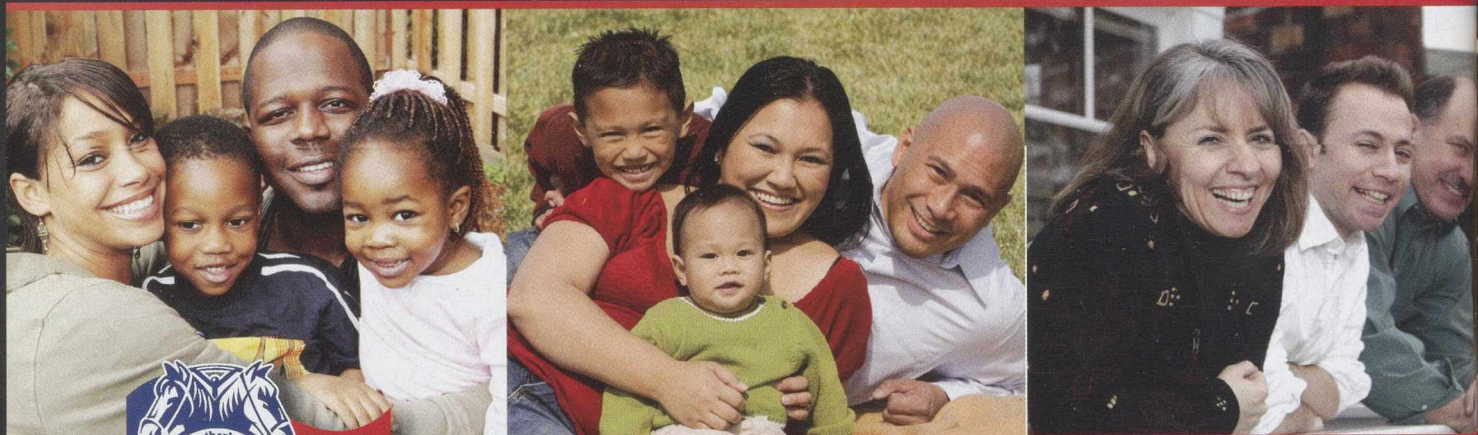
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Take a Stand for Working Families



DRIVE

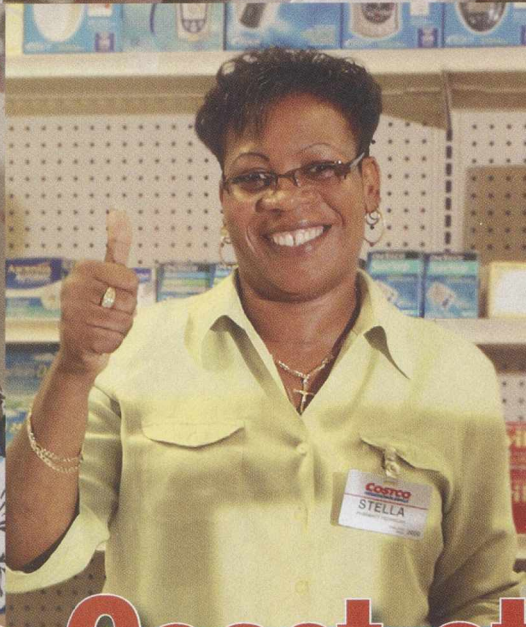
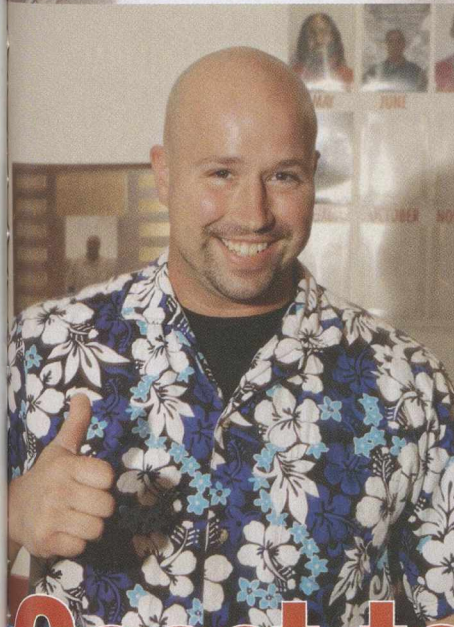
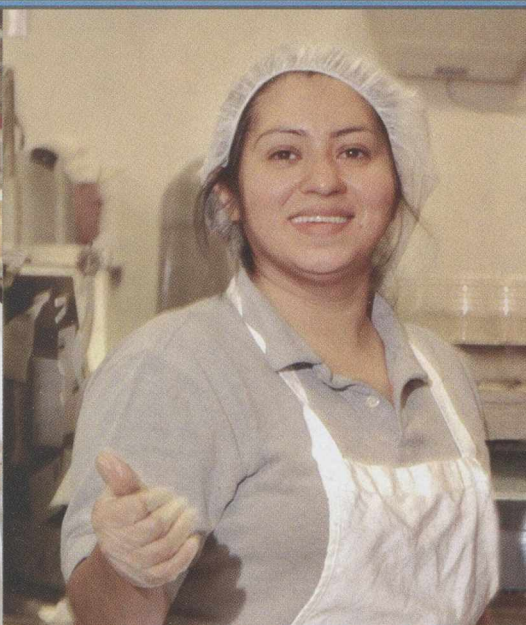
You can help build Teamster political power by joining the thousands of Teamsters who already contribute to DRIVE.

By joining DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union's political action committee, you are supporting grassroots action by Teamster families to fight for legislative action to help working Americans.

DRIVE has given the Teamsters clout in Washington to help pass legislation in the House of Representatives that will make it easier for workers to join a union, and is actively fighting for legislation to protect your pension and health care benefits. Politicians supported by DRIVE contributions voted to keep unsafe Mexican trucks off American highways, blocked changes to hours-of-service rules that would force drivers to work longer hours, and stopped American ports from being sold to foreigners.

Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive

TEAMSTER



Coast to Coast at Costco

NEW CONTRACTS COVER MORE THAN 16,000 TEAMSTERS



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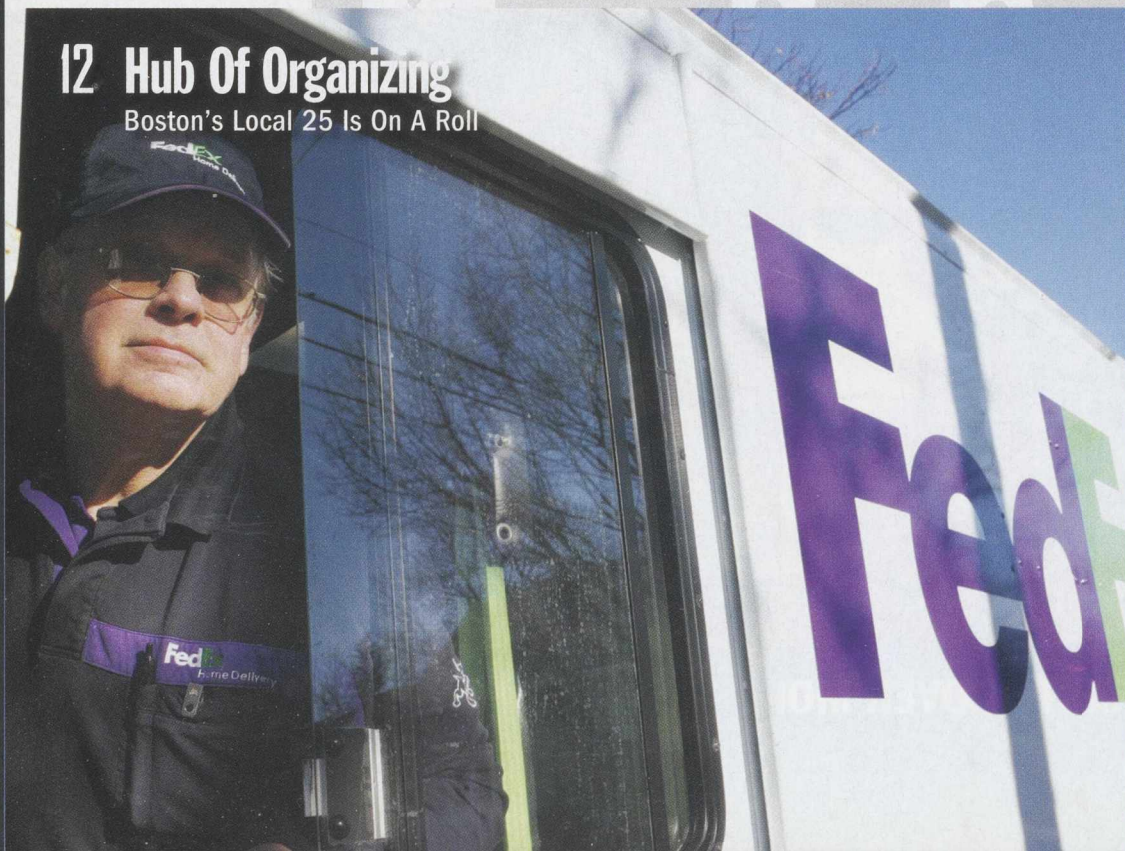
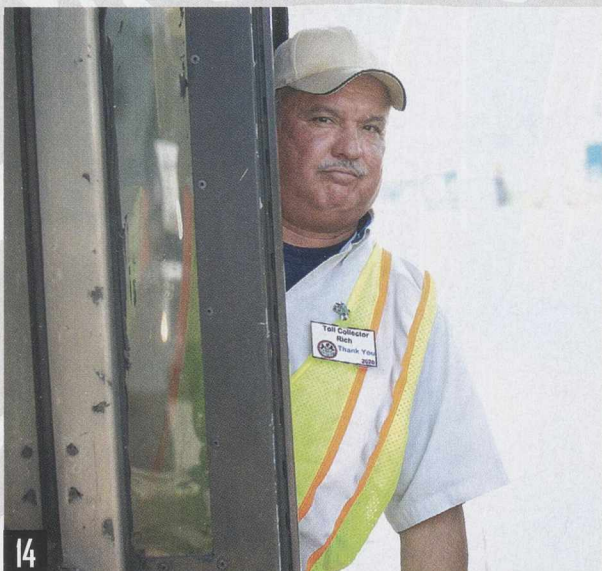
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A MESSAGE FROM THE GENERAL PRESIDENT

National Health Care

Health insurance costs are skyrocketing, and these costs are causing a loss of jobs and making America less competitive. While our businesses compete in a global economy, our health care system puts them at a severe disadvantage as the majority of our trading partners have established national health insurance.

According to a Morgan Stanley research report, without any changes in health care coverage, the bill of General Motors—the country's largest provider of health insurance—could balloon by 40 percent over the next decade. Companies that provide health care for their employees have faced double-digit cost increases, and two-thirds of large employers have increased employee co-pays in the last year alone.

A Sensible Plan

Without question, a national health-care system is the most sensible plan for individuals and businesses. Some argue that such a system would be unrealistic, but nothing is realistic about maintaining our current system.

While some argue that a national health-care system is a recipe for bloated government bureaucracy and inefficiency, they're unaware that it can't be much worse than our convoluted market-based system. According to the Organization for Economic Cooperation and Development, we spent far more on health care coverage than any other developed nation—an average of \$6,102 per person in 2004, which was 15.2 percent of our gross domestic product, far above

the \$2,550, or 8.9 percent of GDP, average for 30 other countries.

Time Has Come

Even with our extra spending, Americans' average life expectancy was lower and our infant mortality rates were higher than other developed countries—and we left 46 million citizens uninsured.

The cold truth that many of us work under is that employer-provided health care coverage is shaky at best. If someone with shaky health coverage loses his or her job, not only will that person be financially vulnerable, but the health coverage will likely be lost. It's senseless that this possibility exists in our society, although it could explain why our overall health statistics trail those of other developed countries.

The time has come for a national health care system. It makes sense for our country's citizens and our country's businesses. A national health care system would do more for our "homeland security" than any other single piece of legislation. Let's make sure our elected representatives get the message.

James P. Hoffa



Unsafe Trucks

Cross-Border Truck Plan Defies Congress, Common Sense

Teamsters General President James P. Hoffa lambasted the Bush administration on June 20 for planning to defy Congress and the American people by rushing ahead with its reckless cross-border

pilot program.

Hoffa spoke at a news conference on Capitol Hill with members of Congress and truck safety advocates. They issued a study showing how the Bush administration is

dodging truck safety requirements in its zeal to open the border to unsafe Mexican trucks.

"George Bush is trying to do as much damage to this country as he can before he leaves office," Hoffa said.

The Bush administration has said it will ignore Congress and instead rely on the Mexican government to ensure the safety of Mexican trucks

traveling freely along our highways. Hoffa pointed out that the Transportation Department admits Mexico doesn't have drug-testing facilities. He also noted that the inspector general says the DOT can't trust its own database to flag Mexican truck drivers with traffic convictions.

"It's no secret that it's easy for an unqualified driver to get a Mexican driver's license," Hoffa said.



Will of the People

The group also released a poll showing a clear majority—57 percent—of the American people disapprove of allowing unsafe Mexican trucks to travel beyond the current commercial zones.

"The Bush administration is brazenly ignoring the will of the American people by planning to open our highways to Mexican trucks," Hoffa said.

Hoffa was joined by Sen. Byron Dorgan (D-N.D.); Rep. Peter DeFazio (D-Ore.); Rep. Nancy Boyda (D-Kan.); Rep. Duncan Hunter (R-Calif.); Joan Claybrook of Public Citizen; Jackie Gillan of Advocates for Highway and Auto Safety; and Josh Ulibarri of Lake Research.

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Truckers' Triumph

Court Victory Shortens Hours for Long-Haul Truck Drivers

A federal appeals court recently struck down the Bush administration's hours-of-service rules in a victory for the Teamsters, who were party to the lawsuit, and highway safety.

On July 24, the U.S. Court of Appeals for the D.C. Circuit did away with the Transportation Department's rule allowing drivers to spend 11 consecutive hours behind the wheel, a one-hour increase over the previous maximum.

The court also eliminated a provision allowing drivers to restart their weekly on-duty clocks after they took 34 consecutive hours off. The court said the rule allowed drivers

to work as many as 17 more hours a week.

Highway Safety

"We never thought it was a good idea to allow drivers 11 hours behind the wheel of a heavy piece of machinery," said Jim Hoffa, Teamsters General President. "I hope this ruling forces the Bush administration to start paying attention to highway safety."

The 11-hour and 34-hour restart rule will remain in place until September 14, unless the Federal Motor Carrier Safety Administration implements new rules before then.

The fight, however, is not over. The American Trucking Associations has said it will ask

In Memoriam

Minnesota Bridge Collapse Claims Teamster Life

The collapse of the Interstate 35W Bridge in Minnesota on August 1 claimed the life of a Teamster member. Paul Eickstadt, a Sara Lee truck driver from Mounds View, was a member of Local 289 in Minneapolis.

"It's a tragedy," said Mike DeBuck, President of Local 289. "Paul was on his run, which would have taken him down to Iowa. He was just at the wrong place at the wrong time. When the bridge collapsed, he was almost at the other side."

DeBuck is in contact with Eickstadt's family, and the local is working with the family on a memorial fund.

At press time, 10 other victims of the collapse had been recovered.

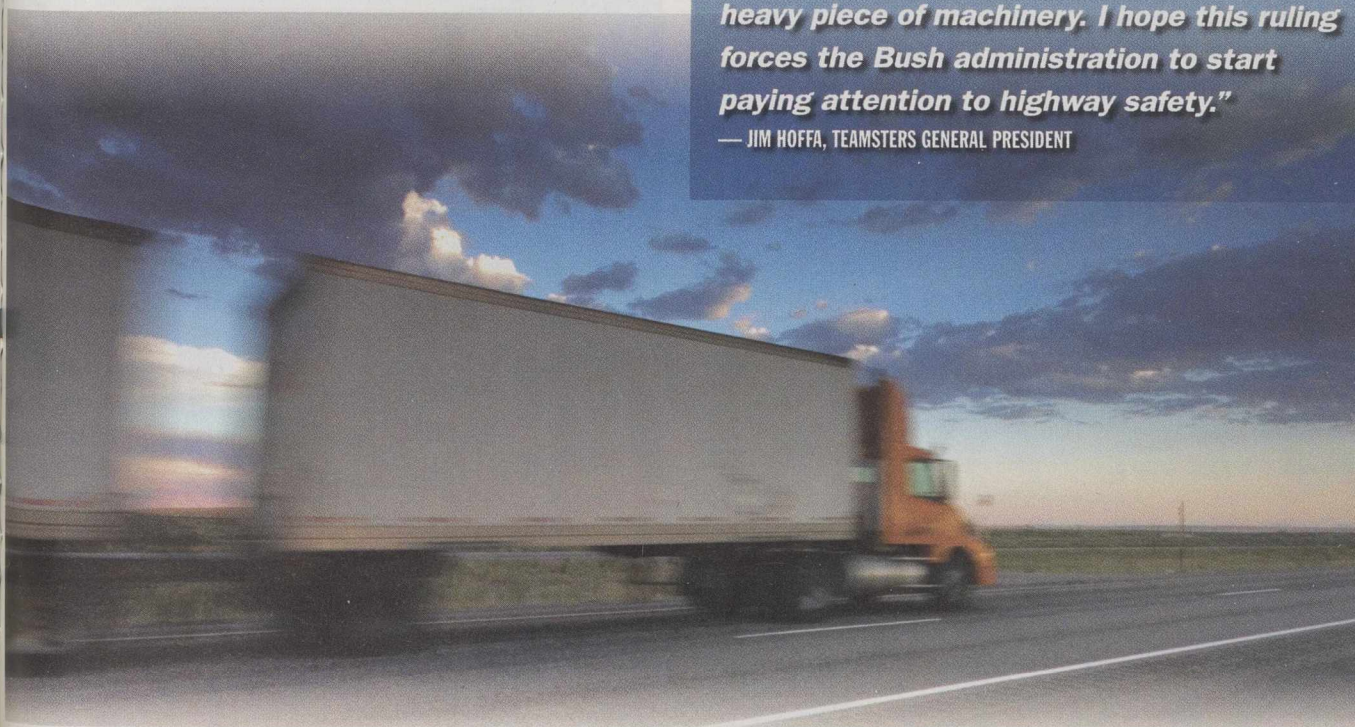
the court to keep the rules in place.

Hoffa said he was disappointed the court upheld an exception allowing drivers

to split their daily off-duty requirement into two periods as long as one period is two hours long and the other is eight hours long.

"We never thought it was a good idea to allow drivers 11 hours behind the wheel of a heavy piece of machinery. I hope this ruling forces the Bush administration to start paying attention to highway safety."

— JIM HOFFA, TEAMSTERS GENERAL PRESIDENT



All The Way At Reddaway

Recently Organized Freight Members Ratify Strong Contract

About 425 recently organized drivers and dockworkers at USF Reddaway have overwhelmingly ratified a contract that will significantly improve their wages, pensions, health care and other benefits.

Workers voted 216-13 to ratify the agreement.

"This is a strong first contract that will create an incentive for other USF Reddaway workers to join the Teamsters,"

said Jim Hoffa, Teamsters General President. "There are about 2,000 unorganized drivers and dockworkers at Reddaway who are seeking a more secure future as well."

The ratified contract covers about 425 workers who recently chose to join the Teamsters through card-check at seven former USF Bestway terminals in California, Arizona and New Mexico. USF Reddaway

has since merged with USF Bestway.

Dana Zucker, a city driver at the Reddaway terminal in Sacramento, California, said he has been fighting to join the Teamsters for several years.

Respect, Dignity

"I joined the union for a more secure pension, respect and dignity, seniority rights and to have a voice on the job," Zucker said. "My terminal recently merged with a nonunion terminal and I look forward to helping my coworkers gain a more secure future as Teamsters."

The five-year contract also improves the workers' health and welfare benefits, eliminates a co-pay for health coverage, improves vacation time, provides a safety bonus incentive plan, and provides card-check

recognition as spelled out in the union's National Master Freight Agreement.

"The tentative agreement signifies the strength of the Teamsters Union to negotiate strong collective bargaining agreements," said Tyson Johnson, Director of the Teamsters National Freight Division. "Since 1903 the Teamsters have been fighting to improve the working lives of men and women in North America. A Teamster contract is a boon to every family. We are proud to call employees of USF Reddaway part of the Teamster family."

The Teamsters represent about 1,600 workers at USF Reddaway. USF Reddaway, based in Clackamas, Oregon, serves 15 states and two western Canadian provinces.

Windy City Win

Chicago Funeral Home Workers Ratify Strong Contracts

Local 727 funeral home workers in Chicago successfully negotiated two separate contracts in four days this summer.

The pacts include wage increases, continued coverage in the Teamster health plan and continued participation in the current pension plan.

"Negotiations are always difficult, but we were able to craft agreements that keep the funeral industry profitable and maintain excellent wages and benefits to our members," said John T. Coli, Local 727 Secretary-Treasurer and International Vice President.

On June 28, Local 727 reached an agreement with the Funeral Directors Service Association (FDSA) for funeral directors and livery drivers in greater Chicago.

No Longer Bereaved

The five-year agreement with FDSA increases vacation days and holidays and raises rates for trade embalmers. It covers 220 workers at 80 independent Chicago-area funeral homes.

The second agreement, with Service Corporation International (SCI), was negotiated after the contract was extended a day past its expiration. The three-year pact includes annual wage increases of 3 percent. Both agreements have been ratified.

Local 727 represents 82 employees at 29 funeral homes in the SCI chain. It has represented Chicago's livery drivers since 1913 and funeral directors and embalmers since 1946.



Labor Leader Of The Year

Teamster Wins Prestigious Award in Georgia

The Georgia State AFL-CIO recently awarded International Organizer Chuck Stiles with their Labor Leader of the Year award.

"It's quite an honor," said Stiles, who has had a hand in several recent organizing victories, most notably in the Solid Waste Division.

"The award was really all about the workers," Stiles said. "It was nice to get a pat on the back like this, but it's really the workers who deserve it. I accepted the award on their behalf."

Charlie Key, Secretary-Treasurer of the Georgia State AFL-CIO, said Stiles deserved the award.

"Chuck is not just a Teamster. He's a member of the union family," Key said. "He's always willing to help other unions when they have rallies, demonstrations or other efforts. He's union through and through."

Key said that at their annual conference, Stiles always gets the crowd fired up talking about organizing.

"He sees the big picture," Key said. "He knows there's the labor movement outside his local union. And folks outside his local union sure know Chuck is there."



Blog Wild

Union Urges Web Writers to Tell Labor's Story

It's a pretty safe bet that few if any of the nearly 2,000 bloggers who attended the YearlyKos Convention in Chicago had ever seen a Teamster truck, let alone been inside one.

That changed on August 4, when Mike Yauger, President of Local 786 in Chicago, welcomed the bloggers—who identify themselves as members of the "Netroots," a mash-up of grassroots activists and Internet organizers—to a Teamster rally and barbecue at the windy city's McCormick Place. The Teamsters Union was a sponsor of the convention and hosted the barbecue.

With horns blaring and lights flashing, General President Jim Hoffa and Markos Moulitas, the founder of DailyKos.com, rolled up to the stage in the cab of the Joint Council 25 truck, which together with Lake Michigan, served as the backdrop for the rally-like event. Local 25 from Boston and Local 120 from St. Paul, Minnesota also sent trucks to support the event.

"All of you in the Netroots community are giving a voice back to working families," Hoffa said. "We share the same goals for a progressive America, an America that is strong."

"There's no better way to reach people than through unions," Moulitas said. "We need a healthy labor movement and the Teamsters are growing it and giving us more Democrats."

'I'm a Teamster and I Vote'

Tracy Burgarella, a steward at US Airways and a Local 104 member from Phoenix, Arizona, said she came to the Chicago convention primarily to hear the Democratic presidential candidates, who addressed the convention during a forum and in breakout sessions.

"I felt that I needed to be here to tell them that labor is not only here but at the forefront of the progressive movement," Burgarella said. When she asked questions, she said, "I always finished with 'By the way, I'm a Teamster and I vote.'"

The YearlyKos also featured a labor caucus, a workshop on the possibility of organizing bloggers into a union and a number of other labor-related discussions. Also, Teamsters Communications Director Bret Caldwell led a discussion on workers and the global supply chain.

Burgarella said she loved the Teamster cookout and the message it sent to the Netroots. "They need to see that our goals are the same and that we need to be working together to change things for everyone."



Standing Strong

Local 70 Teamsters Lock In Five Year Agreement

Members from Local 70 in Oakland, California overwhelmingly ratified a five-year agreement with Waste Management Inc. (WMI) of Alameda County, voting 363-3 to accept a contract that includes strong wage and pension increases and protection from future cost increases in health care.

With the ratification, the 481 Local 70 members who were locked out by WMI on July 2 returned to work and cleaned up a city that was sore-

ly neglected by replacement workers whose service was not up to par with the union workforce.

"As the vote indicates, this was a very good contract for our members," said Chuck Mack, Secretary-Treasurer of Local 70 and an International Vice President. "However, we believe that everyone wins with this agreement: the members, the company and especially the customers who have been inconvenienced by this dispute. We have 481 workers chomp-

ing at the bit to get out there and clean up this mess."

In addition to the wage and pension increases and the health care cost protection, the contract retained strong picket line language. The language allows the 481 workers to honor extended picket lines that are a result of any work actions at other locals in the future.

Strong Support

"Our members are looking forward to returning to work and to their customers," said Larry Dias, a business agent for Local 70. "I am proud of our members because they stood strong throughout this whole process."

While the Local 70 members who work at Waste Man-

agement felt betrayed by the company's lockout, they knew the union would be there to support them no matter how long it took to get an acceptable agreement.

"The financial support through the International's strike fund and the emotional and spiritual support from the community and other unions really helped us get through this," said Henry Oberman, a steward for the Waste Management unit. "In particular, the support from other Teamster bargaining units at Locals 439, 396 and 315 gave us a tremendous boost, especially when they extended their picket lines. To see that kind of support from our brothers and sisters in California and throughout the union was inspiring."

The members were also able to remain unified through the lockout thanks to the sup-

"Our members are looking forward to returning to work and to their customers."

— LARRY DIAS, LOCAL 70



port of the Teamsters Solid Waste, Recycling and Related Industries Division and the Alameda Labor Council.

"The Solid Waste Division is proud that these members were able to win a strong contract," said Bob Morales, Director of the Solid Waste, Recycling and Related Industries Division. "The Division will always be ready to commit the support and resources of our union to any members that find themselves in this type of situation."

Hitting The Jackpot

Las Vegas Waste Workers Win Wage and Benefit Increases, Improved Leave Policy

Workers represented by Local 631 in Las Vegas have overwhelmingly ratified a new five-year contract with Republic Services of Southern Nevada. The contract secures steady increases to workers' pay, pension and health care coverage.

"It's a good contract," said John Nelson, a 20-year Teamster and operator at the Republic-owned Apex Regional Landfill in Las Vegas. "We've got an agreement that funds our health and welfare payments. Plus we got a raise and more paid days off."

The contract secures nearly \$9 an hour in increases to wages, health and welfare, and pension benefits over the term of the contract, the economic aspects of which are retroactive to June 1. Each six months of the contract's term, employees receive a 75-cent-per-hour increase that is split among wage increases, health and welfare costs, and pension contributions. The contract also features an improvement in attendance policy, as well as a penalty for late payment of paychecks.

1,200 Workers

The 1,200 disposal and recycling workers in the unit

include residential, commercial, roll-off and transfer drivers, mechanics, recycling workers, welders, paint shop, utility prep workers and graphic designers. The employees service Las Vegas and surrounding areas.

"These men and women work in some of the most brutal conditions in the country—imagine spending 10 hours in the hot Las Vegas sun, hauling trash or operating machinery," said Bob Morales, Director of the Solid Waste, Recycling and Related Industries Division. "I'm proud that they will receive the fair compensation that they deserve for their hard work."

"We undertook a rigorous campaign to make sure that our members were very informed about the contract," Morales said. "We gave our members all the information

so they could make the best choice for them and their families."

Informing Members

The recently formed Solid Waste Division worked closely with the local to help secure a good contract and assisted the efforts to inform and involve members.

"This was a tough contract to reach, but we believe it will provide for our members and their families," Morales said. "This contract speaks highly

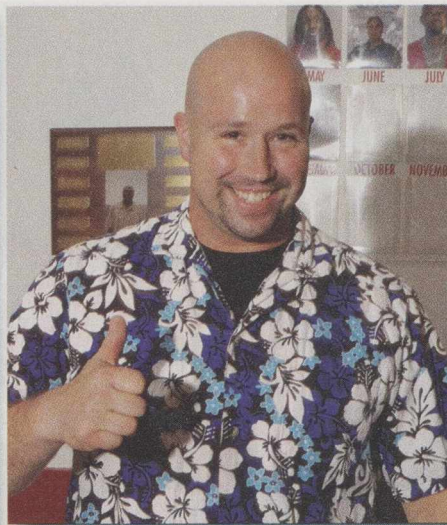
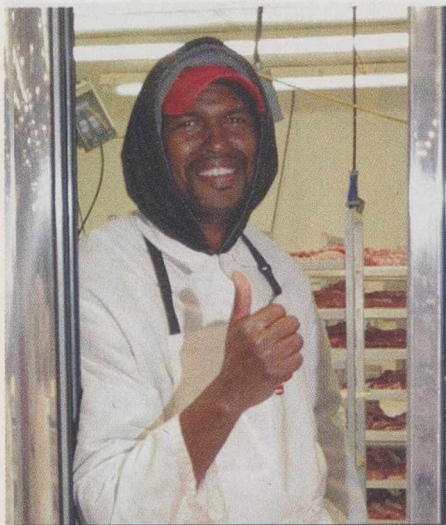
of cooperation between the membership, Local 631's leadership and staff from the International."

In addition to Local 631's contract with Republic, the Solid Waste Division has assisted locals in settling a string of strong contracts across the country over the past several months for Teamsters working facilities operated by Waste Management, Allied Waste/BFI, Republic Services and smaller regional companies.



"We undertook a rigorous campaign to make sure that our members were very informed about the contract. We gave our members all the information so they could make the best choice for them and their families."

— BOB MORALES, DIRECTOR OF THE SOLID WASTE, RECYCLING AND RELATED INDUSTRIES DIVISION



Coast To Coast

Randy Beaton is a 16-year member of Local 210 in New York who has found himself at the negotiating table three times in his career with Costco. Recently, Beaton gained an even greater sense of appreciation for the opportunity—as a shop steward—when he was involved in the latest set of negotiations. He realized the agreement that would result would have an impact on his coworkers around the country for years to come.

“I think it’s a fantastic process. Every member has a say because we ask them what they want, what the majority is interested in and what we should negotiate for,” said Beaton, who works as an RTV (return to vendor) clerk at the Edison, New Jersey Costco warehouse. “The contract we achieved was a strong one.”

Recently, contracts on the East and West Coasts between the Teamsters and Costco Wholesale Corporation were ratified. This was the first time in the history of the Teamsters’ relationship with Costco

that both sets of contract negotiations took place at the same time. Each contract maintained or improved upon already impressive agreements in place.

Solid Agreement

“Our warehouse team negotiated a solid agreement for our workers at Costco. The wage improvements won will make them among the highest-paid workers in this segment of the retail industry,” said Jim Hoffa, Teamsters General President.

The contracts were negotiated by a team led by Rome Aloise, Chairman of the Costco Teamsters Negotiations Committee and Secretary-Treasurer of Local 853 in San Leandro, California. Seven locals participated in the West Coast negotiations, while three locals took part in the East Coast negotiations. Each local brought shop stewards from the Costco locations they represent to the table.

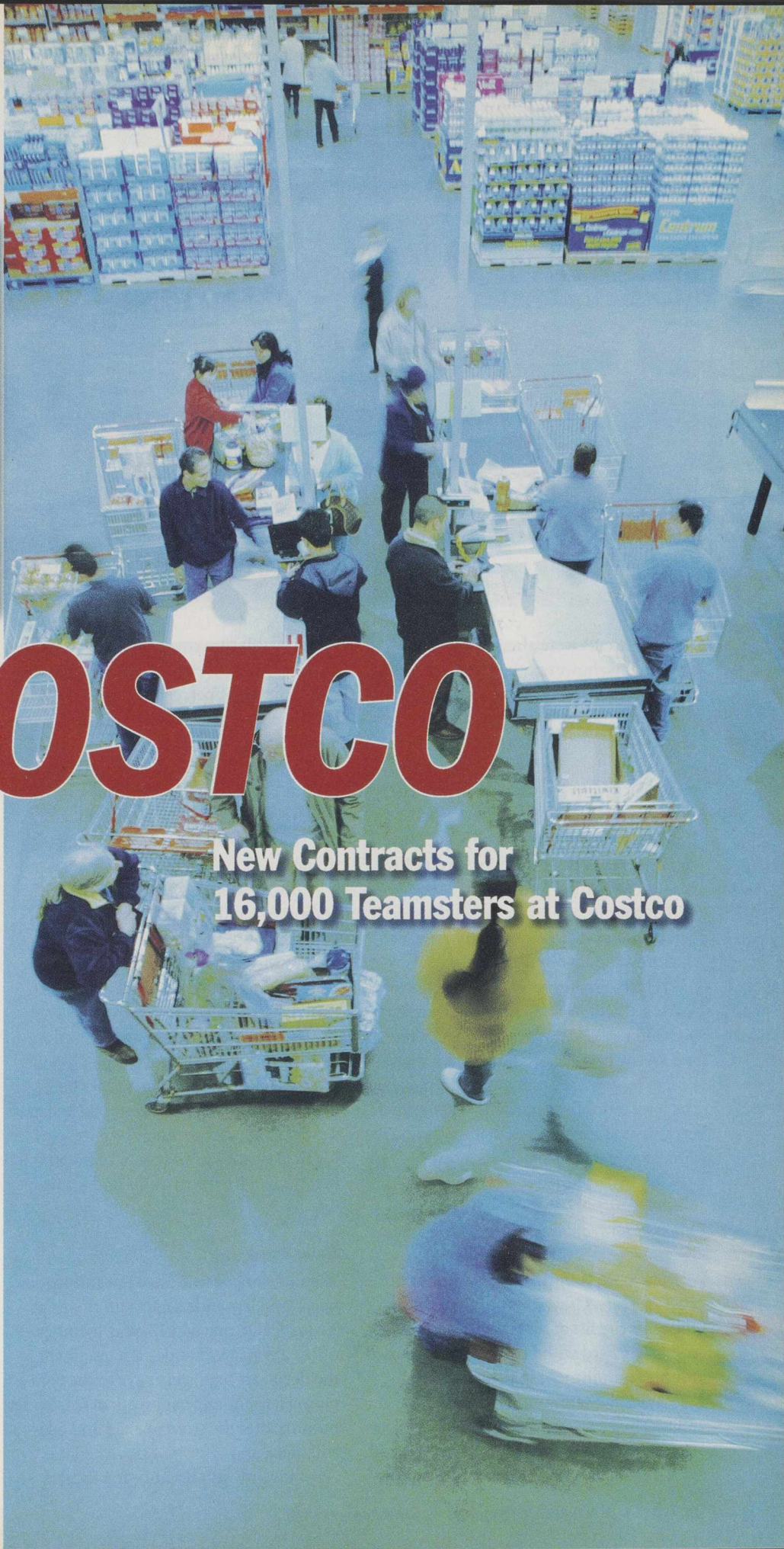
The contracts have a wide reach, impacting thousands of workers. The West Coast contract covers 13,000 workers at 40 locations throughout California. The workers

are represented by Local 78 in Hayward; Local 150 in Sacramento; Local 166 in Bloomington; Local 542 in San Diego; Local 572 in Carson; Local 853 in San Leandro; and Local 986 in South El Monte.

The East Coast contract covers 3,300 employees at Costco retail outlets in four states: New York, New Jersey, Maryland and Virginia. These workers are represented by Local 210 in New York; Local 3 in Baltimore; and Local 592 in Richmond, Virginia.

The bargaining teams were made up of shop stewards representing each Costco location and business representatives from each local union. Teamster power was evident at all times, as demonstrated by the number of shop stewards involved directly and democratically in the negotiations.

“The shop stewards who participated directly in the negotiations were invaluable in making sure the company realized what was important to the membership and that they meant business,” Aloise said. “Their input played an important role in the successful outcome of these negotiations.”



t At **COSTCO**

New Contracts for 16,000 Teamsters at Costco

Economic Improvements
Chrissie Melton, a business agent at Local 342 and a co-chair on the West Coast committee, knows the Costco contract well.

"I've worked on this contract for 20 years, as a Costco employee and now as a business agent. Being on the negotiating side, I can see there haven't been any takeaways by the company," Melton said. "In fact, they've put more money into the contract."

The contract covers dozens of classifications of employees, including service assistants, service clerks and meat cutters from the East and West. Both agreements were negotiated separately, but are nearly equalized in terms of the basic compensation package. The contracts mainly differ in how the funds are allocated. The overall benefits of the contract made it worth ratifying. Both the East and West Coast agreements include annual wage increases, increases to the semi-annual bonuses, increases to the retirement package, the maintenance of health care costs and improvements in contract language.



Both contracts were already mature agreements; however, the clarifications in language cemented protections against discipline and preserved policies that were in the members' interest.

Overall, the economic improvements include a \$1 increase in the starting rate, bringing the lowest starting rate to \$11 an hour and pushing the scale upward, to a top rate of \$21 per hour. Costco employees were rewarded for their hard work with recognition of their dedicated service. The members received a \$200 increase in the semi-annual bonus.

"The biggest thing is the bonus increase," said Mike Bergen, Secretary-Treasurer of Local 166 and co-chair on the West Coast negotiations. "The more longevity you have, the more you make in the long term. Jim Sinegal [Costco's chief executive officer] knows that to get quality, you have to pay for quality."

Union Support

Michael Graybill is what you'd call a quality employee. A forklift operator with Costco in Glen Burnie, Maryland for the past 20 years, Graybill is number five on the seniority list at his warehouse. Graybill, a shop steward with Local 311, is rewarded for his commitment to the job.

"With the semi-annual bonuses, I'll get \$3,800 twice a year. That's incredible. You don't see that anywhere else," Graybill said.

Graybill also benefits from the excep-

tional health care coverage that was maintained in the current contract. Employees pay about eight percent of health costs, compared to the 25 percent that is the retail average.

"We have medical, dental and prescription, as well as optical," Graybill said. "All three of my girls have glasses, and with optical centers in the building, it makes things easy."

Costco employees have access to an audiologist and pharmacy on site, which benefits both the company by keeping business in-house, and the employees, by providing added convenience to their already busy lives.

"I feel being a member of the union affords you more support," said Georgia Smith, a photo lab technician with Costco in San Marcos, California and a 12-year Teamster who has been a shop steward for the last six years. "You have the union behind you in negotiations and in the day-to-day."

Rewarding Job

"Being a shop steward is a rewarding job," said Dan Hernandez, a forklift driver in Azusa, California and 23-year member of Local 166. Hernandez is a testament to the devotion Teamsters have to the company. Hernandez began work at Costco six months after the store opened and he is still there.

"I love my job because my local is

just a phone call away. It makes my job easier knowing I have backing and that my business agent is either on the other end of the phone or is on-site at Costco," Hernandez said.

Michael Lupayne, a photo lab technician and 21-year member of Local 572, took part in the West Coast negotiations. As a shop steward, he is responsive to the concerns of his coworkers at the Fountain Valley, California Costco where he works. Recently, the two dozen workers in the tire center approached Michael to find out how they could propose a change to their classification, raising their job title to "clerk" status. The tire center workers put together a proposal, which Michael presented at the contract negotiations on their behalf.

"They accepted the proposal in the West and the East and are implementing it in the nonunion locations, as well. This affected the entire company—all of Costco," Lupayne said. "It shows what we can do as shop stewards and as employees when we have our say in the negotiation of the contract. At negotiations, if a certain job title is discussed, we have people present who work that job and who can provide their input on what should be put in the contract."

The Teamsters at Costco embody a sense of security because their contract incorporates their input and spells out their rights. This makes for a work force



with low turnover rates and high productivity. Turnover at Costco is less than a third the industry average, and five times lower than that of its chief competitor, Wal-Mart. A well-paid, dedicated work force with knowledge culled from years experience creates a win-win situation for everyone involved. This equates to bigger profits for the company and a more pleasant atmosphere for management, workers and the customers they are there to serve.

The Costco Experience

For a small price, \$50 a year, anyone can become a card-carrying Costco member. Being a member of Costco means being part of loyal contingent of customers who flock to this Mecca of mass quantities in search of high quality products at low prices.

At Costco, bigger is better, and the ability to buy in bulk is what draws families and business owners to the warehouses. From plasma TVs to pillows, couscous to crab legs, it's unusual to find a shopper at Costco with an item left unchecked on their list.

"I come here because you can get good quality and bigger quantity at a cheaper price," said Chaine Ezell, a shopper at the Beltsville, Maryland store. "The employees are always helpful."

Detrea Roberson works as an outside marketer, marketing Costco to business

Executive Compensation

Costco Leads by Example

With more than \$52 billion in sales last year, Costco is a fierce competitor in the retail industry. Where does all that money go? Not into the compensation packages of its top brass, which is highly unusual these days.

According to *Forbes*, the chief executives of America's 500 largest companies received a 38-percent total pay raise last year. This equates to \$7.5 billion, or \$15.2 million for each CEO. Conversely, Costco's chief executive officer, Jim Sinegal, earns a salary of about \$350,000 a year, plus bonus and stock options. Sinegal has not received a salary increase in six years, while his company's shares increased 28.3 percent.

The philosophy on Wall Street is that higher wages and employer-provided benefits equal lower profit margins. Costco is proving that assumption wrong.

"Costco pays us well and they still turn one heck of a profit," said Dan Hernandez, a 23-year Teamster and Costco employee in Azusa, California.

The company's business model is one that more corporations should emulate. Imagine—a profitable business that is also pro-worker.

In an ABC News interview, Sinegal said, "I figured that if I was making something like 12 times more than the typical person working on the floor, that that was a fair salary."

CEOs, on average, made 500 times as much as rank-and-file workers as of 2003.

"Our attitude is that if you hire good people and pay them a fair wage, then good things will happen for the company," Sinegal said.

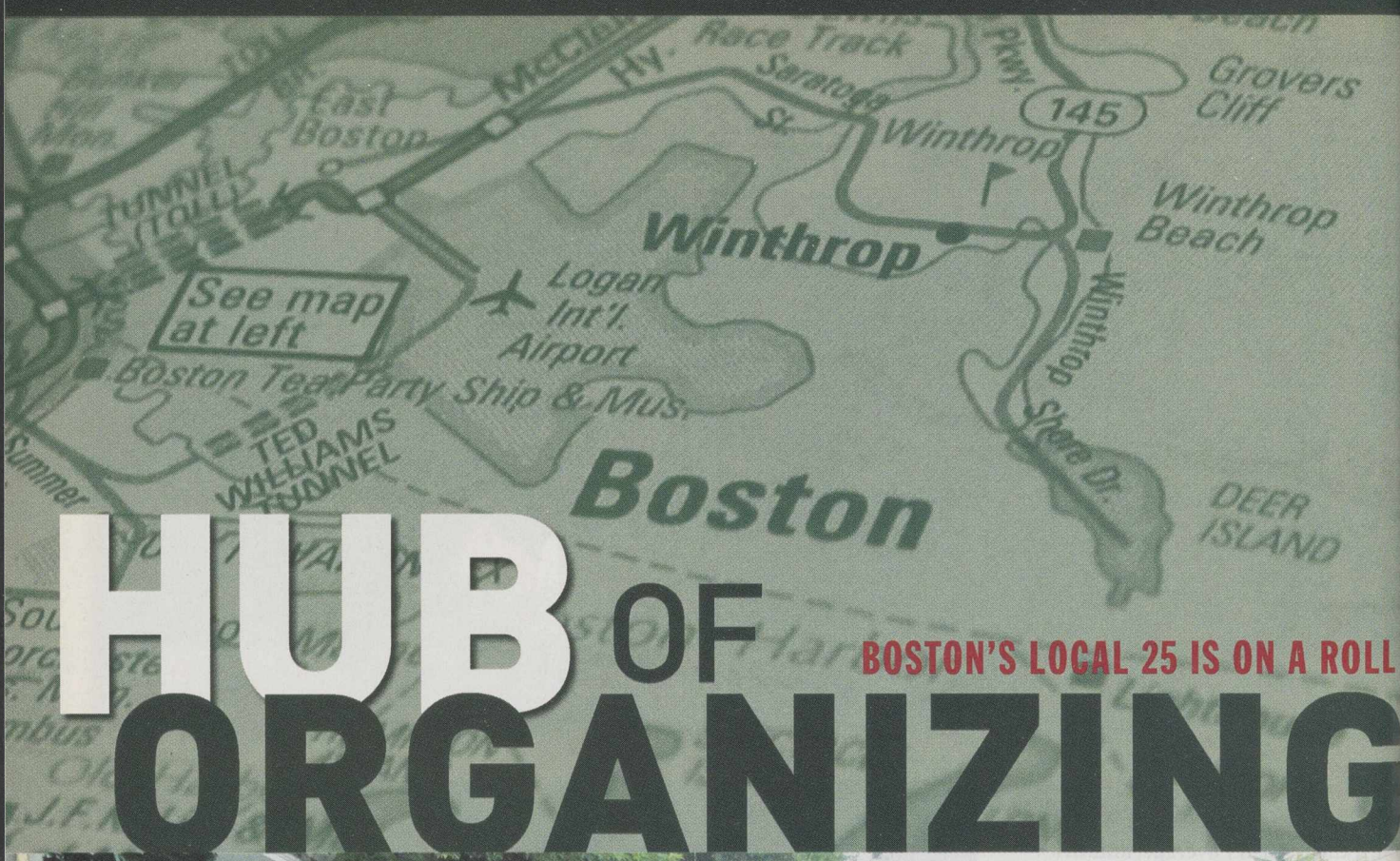
customers, out of the Beltsville, Maryland warehouse. She's also an 11-year Teamster and shop steward with Local 311.

Roberson says customers come to Costco because the company sells unique products at low prices.

"If you see something you like here, get it because people will tell their friends

about it. As fast as it comes in on the truck, it goes right out the door because people know the value of what they are getting here," Roberson said.

And if the latest contracts are any indication, Costco also knows the value of what it has in its high-quality Teamster work force.



HUB OF ORGANIZING

BOSTON'S LOCAL 25 IS ON A ROLL



BOSTON is known as the Hub of the Universe, and soon people may start calling it the Hub of Teamster Organizing.

Under the leadership of President Sean M. O'Brien, Boston-based Local 25 has won 11 organizing campaigns since October 2006, including groundbreaking wins at FedEx Home Delivery and Zipcar. Nearly 250 workers now have a stronger voice as Boston-area Teamsters.

"In order to grow Local 25 and the Teamsters, we need to constantly work hard to organize," O'Brien said. "In addition to our Organizing Director, I have hired two additional organizers to help us build Teamster power here in the Boston area. I will continue to make growing our union the top priority."

Last October, 39 FedEx Home Delivery drivers at two different locations in Wilmington, Massachusetts voted 24-8 to join the 10,000-member Local 25—the first Teamster organizing victory at the giant package-delivery company. That win paved the way for a second FedEx Home Delivery victory, at Local 671 in Connecticut.

'Groundbreaking' Win

"The victory at FedEx in Boston was groundbreaking," said Jim Hoffa, Teamsters General President. "It sent the message to FedEx that the free ride is over. The Teamsters will continue to fight to give FedEx workers the security they deserve, and it all started in Boston."

More recently, workers at a company that provides transportation for people with disabilities overwhelmingly voted to join Local 25.

Workers at Kiessling Transit, Inc. in Braintree, Massachusetts voted 62 to 27 to join Local 25. There are 106 workers in the bargaining unit.

Anthony Washington, a driver at Kiessling, was fired by the company for supporting the union drive. Local 25 helped Washington win \$3,504 in back pay.

"Words alone cannot explain my gratitude for Local 25," Washington said. "They

are not just union representatives, they are my friends."

At Praxair in Waltham, Massachusetts, 21 workers joined Local 25 so they can end favoritism at the company.

"We're tired of everyone taking from us and not giving at all," said Rick Signon, a Praxair driver. "We're tired of being invisible. We want to be visible and have our voices heard."

More Victories

On the heels of the victory for drivers at Praxair, Local 25 organized Praxair's repair and warehouse workers in two separate votes by a 4-1 margin.

Other Local 25 organizing victories include:

■ Zipcar—Six mechanics at the world's largest and fastest grow-

ing car-sharing service voted unanimously to join Local 25;

■ Boston College Police Officers voted to merge their association into Local 25 by a 36-0 vote;

■ Saugus, Massachusetts 911 operators. The town voluntarily recognized Local 25 as the bargaining representative for the town's 12 operators;

■ Cohasset, Massachusetts voluntarily recognized five 911 operators; and

■ Acton 911 workers voted 6-0 to join Local 25. There are eight full-time workers and three part-time workers in the unit.

Teamsters TV

Local 25 Enhances Communications, Political Program

Seeking to reach out to as many members as possible, Local 25 President Sean O'Brien continues to enhance and expand "Teamsters TV" and give members the opportunity to take an active role in the exciting new technology.

O'Brien launched Teamsters TV earlier this year, a technology that brings video presentations to members. The first program featured O'Brien's inauguration, followed by an address O'Brien delivered in February. Then, U.S. Rep. Michael Capuano, a Democrat from the state's 8th Congressional District, delivered a video address to members.

For the next video, O'Brien sat down with Lt. Gov. Tim Murray in late June for Teamsters TV's first Internet production. Realizing that member interaction is critical, the format for the Murray-O'Brien discussion allowed members to e-mail questions to the two leaders.

Member Interaction

"When I began Teamsters TV, our goal was to reach out to our members more effectively," O'Brien said. "I think we are achieving that goal. This technology allows us to take it a step further by getting our members involved directly. Member participation is critical because my entire team and I are here to serve our members. That is our paramount duty."



NO SELL OUT

**Pennsylvania Teamsters Stand
Together, Defeat Governor's Turnpike
Privatization Plan**

When Pennsylvania Gov. Ed Rendell unveiled his plan to lease the Pennsylvania Turnpike—dubbed “the world’s greatest highway”—to a private company, Teamster Michael Ruminski was concerned.

“This was something that we had to fight,” said Ruminski, a former 36-year driver for UPS and retiree from Local 30 in Jeannette, Pennsylvania. “I don’t work on the turnpike, but I can recognize a bad deal. Other states have privatized their roads and it hasn’t helped with the price of the road and it hasn’t helped with maintenance. To me, this seemed like a bid to sell our good-paying jobs for some low-wage jobs, which isn’t right.”

Ruminski was joined by tens of thousands of fellow Teamsters across Pennsylvania in an effort to convince Gov. Rendell to drop his plan to lease the turnpike, which would jeopardize thousands of workers’ jobs, including some 2,200 toll takers, maintenance workers, professional and supervisory employees who are members of Local 30, Local 77 in Fort Washington, Pennsylvania and Local 250 in Pittsburgh.

“The governor’s plan was to sell or lease the turnpike, similar to what they did in Indiana,” said Jock Rowe, Secretary-Treasurer

of Local 77 and a former toll collector on the turnpike. “This means that the state would get a large amount of revenue up front, then lose revenue over the years from the lack of toll income. We suggested that this was a short-term fix. We need a plan that will secure our state’s future, not just help with the next few years.”

Capitol Steps

Victory over the governor’s plan to lease the Pennsylvania Turnpike was a result of months of lobbying by turnpike workers, the Pennsylvania Conference of Teamsters and their lobbyists, Joint Council 53 in Philadelphia, Joint Council 40 in Mars, Pennsylvania and affiliated local unions. Teamsters General President Jim Hoffa, the Government Affairs Department and fellow labor unions in Pennsylvania also supported the turnpike workers’ efforts, and they pledge to support members’ efforts should the governor resurrect his misguided plan.

The members’ mobilization spanned months, involving countless telephone calls and letters to elected representatives, and on one particularly persuasive day, Teamsters from across the state descended upon the state capitol in Harrisburg and



expressed concerns with the possible privatization.

"I'd bet there were 300 of us there," said Rowe. "We met at the capitol steps, had our Pennsylvania Conference 18-wheeler out front. Then we went in to meet with the senators and representatives."

"We broke into groups of 20 or 30 people, each with plans to meet 10 or so representatives and senators and share our opinion on privatization," said Gary Pedicone, Secretary-Treasurer of Local 250 and former toll collector on the turnpike. "We told them privatization was a bad idea for the turnpike and for our fellow citizens."

"The key thing to this was our presence at the capitol," said Ernie Gigliotti, President of Local 30. "Even though we visited at a time when congress was in session, some of our hometown reps came out to meet with us. We could see that we had support. It was just a couple days after our visit that the governor dropped his plan to privatize."

Turnpike Workers

Teamster turnpike workers include approximately 2,100 toll-booth operators and maintenance workers who are stationed across the state; they are represented by Local 77 in the eastern half and

Local 250 in the west. Local 30 represents approximately 100 first-level supervisors, assistant foremen, accountants, engineering technicians and surveying technicians.

Together, the workers service the turnpike, which primarily runs east-west across the state, from the Ohio and New Jersey borders, and features a lengthy stretch up to Scranton, Pennsylvania. Teamsters have represented workers at the turnpike since 1971.

"Support for our effort was very strong within the local," Pedicone said. "We had members driving up and down the turnpike with petitions against the privatization. We had people making phone calls, writing letters.

"I contacted my state legislators and told them I could not support the privatization of the turnpike. I told them to leave it as it is," said Jacob Williams a design technician and Local 30 member. "The brokers and investors would gain from the deal through investing this initial money with the fees they would collect from the sale of the turnpike. The families and the workers would lose. To me, the deal was another piece of America is up for sale, and the employees don't generally turn out well when that's the situation."

The Latest Example

The Pennsylvania Conference of Teamsters coordinates Teamster political activity and fights for working families on labor, construction and public employee issues. In addition to its turnpike victory, Teamsters across Pennsylvania helped make the difference in statewide elections last November. Through highly coordinated efforts, Teamsters helped propel two key pro-worker candidates to office.

As a result, Bob Casey defeated Sen. Rick Santorum and Jason Altmire ousted Rep. Melissa Hart. These victories helped solidify the slim Democratic majority in the Senate and its healthier margin in the House.

Teamster retirees across the state also provided chauffer services between voters' homes and polling places, where other members stood out front speaking to voters. Retirees also helped coordinate absentee ballots for anyone who couldn't make the trip or was in a nursing home.

"Last November, the Pennsylvania Conference helped defeat Santorum and Hart," Hoffa said. "We have pro-worker majorities in Congress that can finally stand up to President Bush's anti-worker agenda. Together, we're making a difference in Pennsylvania and across the U.S."



Master Sergeant Lance Powell of the Illinois State Police is the first line of defense in fighting criminals out on the streets. So, when it comes to union representation, Powell was looking for a union that would fight for his rights on the job. He found that with the Teamsters.

"We wanted the Teamsters because we want a union that will stand up and fight for us," said Powell, a master sergeant who has been on the force for 22 years. "The Illinois State Police is the premier law enforcement agency and this will even further enhance our reputation."

Powell and more than 300 master sergeants with the Illinois State Police recently voted to become members of Local 726 in Chicago.

"We're pleased the master sergeants chose the Teamsters and we take pride in the coordinated efforts between Local 726, Joint Council 25 and the International Union in gaining representation for these fine public officials," said John Coli, President of Joint Council 25 and an International Vice President. "This is a prime

example of how the resources of the Joint Council can assist locals in important public sector campaigns."

"We are purely a public sector local," said Thomas P. Clair, Secretary-Treasurer of Local 726. "We are specialists in that area and that makes us a good fit for these officers. We look forward to negotiating a strong contract for the master sergeants who bravely serve the people of our great state."

Gaining Representation

In the state police ranking system, master sergeants fall in the middle—below lieutenants and captains, but above troopers and sergeants. Master sergeants were the only non-managerial level of officers in the system without union representation when a group of master sergeants approached Local 726 in February. A series of meetings between the local officers and master sergeants ensued. In these meetings, the master sergeants became more familiar with the Teamsters' success in representing law enforcement officials, and they began signing cards. Within one

month, more than 60 percent of master sergeants in the state police had signed cards, expressing their desire to form a union with the Teamsters.

At the eleventh hour, however, the state filed objections, claiming the master sergeants were confidential employees and of supervisory status, which conflicted with their ability to collectively bargain. A window then opened where other parties could file for election, and the Fraternal Order of Police did so. In the interim, the state withdrew its objections for the master sergeants' right to organize and the election went forth.

"In the end, we had the choice to challenge the FOP filing, which could potentially have been a nine-month process or to go ahead with the election," said Bill McTighe, a business agent and organizer with Local 726. "We were confident, so we went to election, and the results were obviously in our favor."

Nearly twice as many votes were cast for the Teamsters than for the alternatives—the FOP or no representation at all.

Justice For



Pivotal Position

Patrick O'Driscoll was one of the first master sergeants to express an interest in the Teamsters Union by approaching Local 726.

"We wanted a union that would get things done. We chose the Teamsters because of their reputation, experience and knowledge," said O'Driscoll, a 21-year veteran. "We couldn't be happier with the professionalism we've encountered."

Rob Fierstein has served as a master sergeant for two out of the 19 years he's been on the force. He has fond memories of his Teamster roots and is now the third Teamster in his family, following in the footsteps of his father and sister.

"My dad would get up and go to work every morning, proud to be a Teamster," Fierstein said. "I already knew it was a good union that goes out of its way to protect its members."

The protections gained from being members of a union are what the master sergeants value most. Master sergeants hold an esteemed position in the state police

"We chose the Teamsters because of their reputation, experience and knowledge. We couldn't be happier with the professionalism we've encountered." — PATRICK O'DRISCOLL, LOCAL 726

system. They are responsible for conducting day-to-day field operations for the department from a street level perspective.

"We hold a pivotal position in this department, so people would strive to attain this respected, prestigious position, but lately they're afraid to take that step because of the lack of protections we've had," Fierstein said.

According to Master Sergeant Powell, the Illinois State Police has 22 districts with about 1,800 uniformed officers. In recent years, many sergeants have opted to remain in their current rank because they have the protections provided by their union. The master sergeants are hopeful that all this will change now that they are Teamsters.

Burden Lifted

The strength of the Teamsters in the law enforcement field drew significant inter-

est from the group. The Teamsters Law Enforcement League (TLEL) locals provide representation to more than 1,400 law enforcement agencies across the United States. As part of this powerful league, any dues paying member of the Teamsters who works in law enforcement becomes automatically eligible to participate in TeamLegal. TeamLegal is a national program that provides legal assistance for civil and criminal incidents, as well as preparation for grand jury hearings.

"You might be working with people at local and county agencies, and assume the liability for any mistakes. We carry a lot of responsibility—good and bad—and need protections," Fierstein said. "I feel like a burden has now been lifted and we can focus on the job and not on the unknown."

"We're hopeful for the future," Powell said. "We're happy to have partnered with the Teamsters."

More Than 300 Master Sergeants Join Teamsters





OHIO PLAYERS

JOINT COUNCIL 41 FOCUSES ON ORGANIZING

Mark Valenti is one of 55 employees who keep the juvenile detention facilities in Elyria, Ohio running.

He and his newly organized coworkers recently voted 50-0 to join Local 336 in Independence, Ohio.

"This is great," Valenti said about the unanimous vote for membership. "We have a whole new lease on life, and there was no way we could have had this without the motivation and guidance from our Teamster organizers."

"Organizing is a major priority for us," said Gary Tiboni, President of Joint Council 41 and Local 436 in Valley View. "To move forward, we need to organize at all levels."

The Joint Council 41 locals voted several years ago on a per capita increase to

start a Joint Council-level organizing program. Rick Kepler, who at the time was an organizer with Local 436, was brought on as a full-time organizer for Joint Council 41. Kepler recently organized the juvenile detention facility workers in Elyria, along with Local 336 business agent Bruce Osborne, and is currently working on multiple campaigns.

Worth It

Kepler notes that organizing is a costly task. The expense of traveling, leafleting and renting meeting rooms can quickly add up. In addition, locals without full-time organizers often must rely on business agents and other staff to do "double-duty." However, the end result is worth it, especially when workers vote unanimously for union representation.

For Local 336, there are plans to replicate the victory for juvenile detention

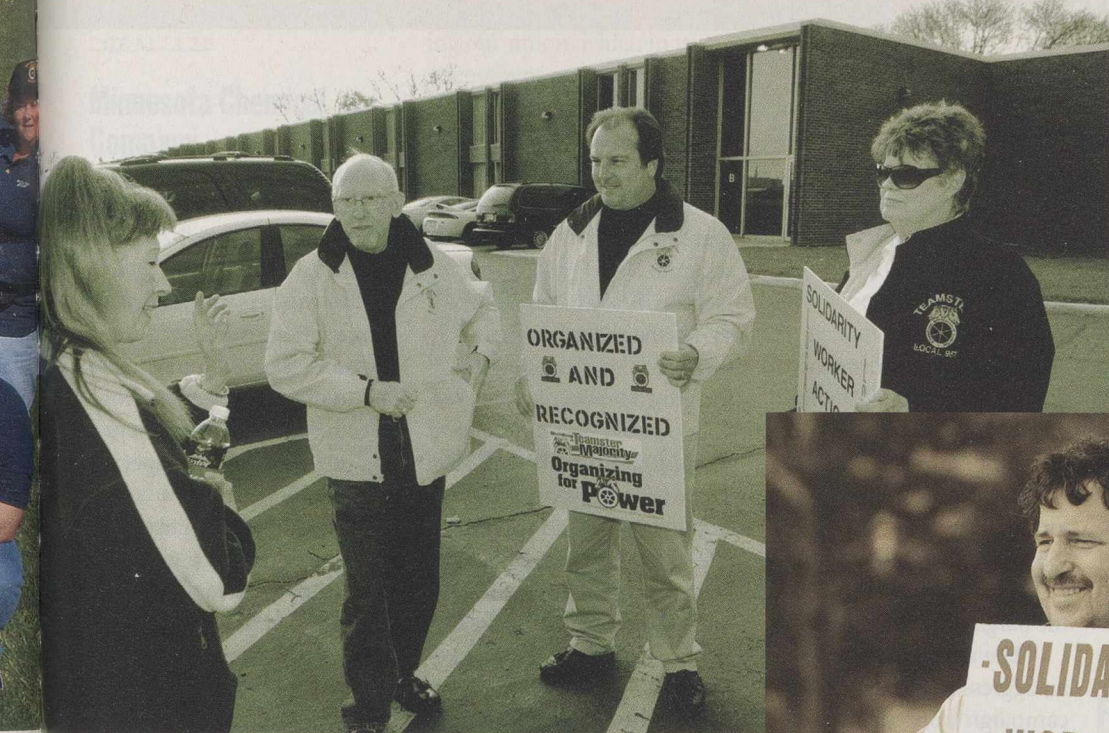
facility workers in Elyria. The local already has plans to organize a group of Elyria parole officers.

"We are looking forward to future successes in gaining union representation for more workers in our area," said Michael Klingbeil, President of Local 336.

Kepler notes that members play the key role in the future of the union.

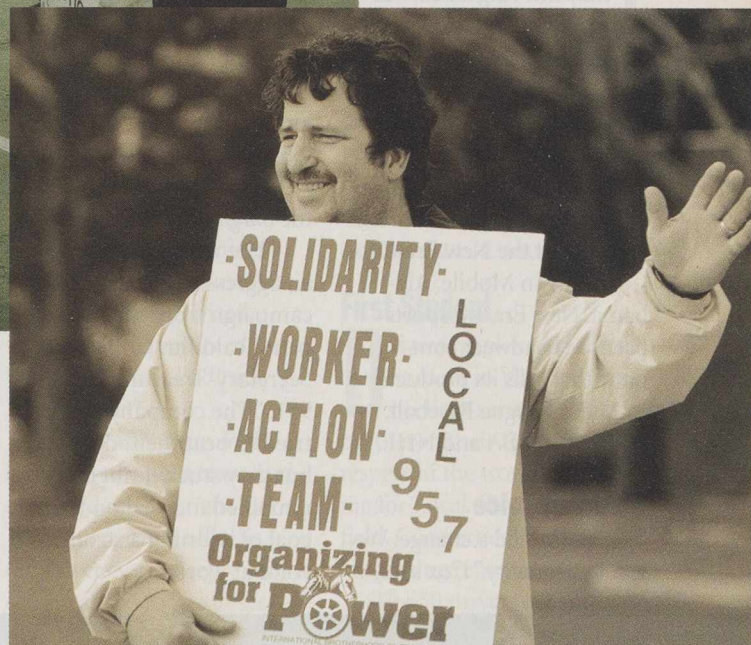
"Our drivers and factory workers—union brothers and sisters—cross paths with nonunion workers every day. It's crucial that we talk to the members and build an army of volunteer organizers to work with us," Kepler said.

"As long as we are active with organizing, the members will want to be active as well. They will want to help others gain the benefits that they have as Teamsters," Tiboni said. "Thanks to the work of our locals and our members, I know we're going to be successful."



"Having member-organizers talking to prospective members speaks volumes. The workers we're trying to organize really relate to our members."

— MIKE MADDY, ORGANIZER FOR LOCAL 957



Volunteer Army

Local 957 in Dayton, Ohio, is leading the way in mobilizing its members, who are putting their industry-specific knowledge and skills to work in organizing new members.

The local's Solidarity Worker Action Team (SWAT) is made up of volunteer member-organizers from employers such as UPS, ABF Freight System, USF Holland, Yellow Freight, Frito-Lay, Pepsi, Wright State University and Wright-Patterson Air Force Base. The Teamsters Law Enforcement League also has a SWAT team that uses police officer-organizers, but this program is separate.

Local 957 sponsored a training session last December, and its SWAT team now has about 45 members. Its member-organizers handed out leaflets at recent NCAA men's basketball games shining light on Coke's anti-worker policies. Member-

organizers also helped out in the local's campaign to organize vehicle-rental workers.

"Having member-organizers talking to prospective members speaks volumes," said Mike Maddy, an organizer for Local 957. "The workers we're trying to organize really relate to our members."

Personal Experience

Kimber Zelik, a dockworker at ABF and a seven-year member of Local 957, relays his personal experience to prospective members, and that message carries lots of weight.

"I tell them about my life before becoming a Teamster, and how the union has raised my living standards, given me more job security and given me peace of mind," Zelik said. "I tell them about how the union will give them more of a say in their future."

Greg Chockley, an International Union organizer, attended the December 2006 SWAT training, where he talked about how to make successful house calls at prospective members' homes.

In April, Chockley organized another SWAT training in nearby Canton, with a focus on organizing solid waste workers.

"There's no better communications than having two workers who do the same thing talking to each other," Chockley said.

Maddy hopes to expand the opportunities for the member-organizers, and he hopes to have another training by the end of this year.

"Within the Teamsters, we have many great organizers," Maddy said. "But there's no better organizers than our members themselves. I hope this program spreads across the country and I hope more and more of our members get involved."

Hats Off

Cap Company Workers Join Local 991

The name “Michael Cox” may not ring a bell, but when a famous major league baseball player steps up to the plate, it’s very likely he is wearing a baseball cap Cox has worked with.

Cox takes pride in his job behind the scenes as a forklift operator at the New Era Cap Company in Mobile, Alabama. New Era is a sports-licensed headwear company that sells its products to Major League Baseball, as well as the NBA and NHL.

A Strong Voice

“We all wanted a change. We wanted equality,” Cox said.

“If you say at the company that we’re like family, then you should treat us like family members.”

Recently, Cox and his fellow employees at New Era joined Mobile-based Local 991. There are 111 workers in the bargaining unit.

“The workers overcame an aggressive anti-union campaign from the company,” said Jim Gookins, Secretary-Treasurer of Local 991. “The company really tried to beat them down, but they stuck it out and remained focused on the goal of winning a strong voice at work.”

The workers select, pack and distribute caps that are manufactured by workers at a separate New Era location, in Jackson, Alabama. Gookins said he has heard workers there are also interested in forming a union.

Stepping Up to the Plate

The workers received considerable support for their efforts to unionize. Donald Fehr, executive director of the Major League Baseball Players Association; United Students Against Sweatshops; The Mobile chapter of the National Association for the Advancement of Colored People; and distinguished clergy in the community all encouraged the new members in their quest for union representation. The successful outcome of the vote

was also a result of the joint efforts of the International Union, Joint Council 75 and Local 991 organizers.

The workers in Mobile formed their union because they are seeking fair pay, an end to unfair rules, including an unjust attendance policy, and they are seeking respect on the job.

“You don’t really have an opportunity to move up, no matter how good a worker you are,” said Carolyn Love, a packer with three years of service to the company. “We are out there working like dogs and should be treated with respect. I’ve seen women leave the floor, go in the restroom and cry. I don’t think they could have stayed with the way we are treated, if it wasn’t for joining the union.”



LOCAL 120

Minnesota Chemical Company

In June, service technicians at two locations of the Minnesota Chemical Company made their decision to join Local 120 in St. Paul, Minnesota. There are nine members in the bargaining unit, who work in the parts and service department, including seven at the company's St. Paul, Minnesota facility and two at the plant in Waverly, Iowa.

"After they saw the better health coverage and regular wage increases enjoyed by the three warehousemen, who were already Teamsters at the company, the service technicians enlisted help from Local 120," said Brad Slawson Jr., President of Local 120.

Minnesota Chemical Company provides supplies, equipment and repair service to institutional laundries and dry cleaners throughout the upper Midwest, with three locations in St. Paul, Waverly and Milwaukee.

LOCAL 135

Air Road Transportation

Drivers and dockworkers at Air Road Transportation, a freight company, recently voted to join Local 135 in Indianapolis.

Despite an aggressive anti-worker, anti-union campaign waged by management, workers voted 10-4 to join the Teamsters. There are 17 workers in the bargaining unit at the terminal in Indianapolis.

"Our local's organizing department is second to none and this victory and other recent wins indicate our commitment to grow-

ing our union, which in turn strengthens our members' power at the bargaining table," said Brian Buhle, Local 135 Secretary-Treasurer.

LOCAL 327

Irving Materials, Inc.

Drivers at Irving Materials, Inc. (IMI) have voted to affiliate with Local 327 in Nashville. The bargaining unit consists of 23 workers who work at the company's plants in Spring Hill, Columbia and Lewisburg, Tennessee.

Despite the union bashing, disregard for the workers' right to organize and numerous unfair labor practice charges filed against IMI, the drivers were able to see through the negative campaign waged by the company and its lawyers, and still voted in favor of becoming members of the Teamsters.

"Our local union appreciates the help we received from Joint Council 87 and the International Union, especially the Building Material and Construction Trade Division," said Jimmy Neal, President of Local 327. "We also received a lot of support from the workers who are enjoying the benefits of a Teamster contract at other IMI locations."

BLET

Talleyrand Terminal Railroad

The Brotherhood of Locomotive Engineers and Trainmen (BLET), a division of the Teamsters Rail Conference, scored an organizing victory as employees of the Talleyrand Terminal Railroad voted for BLET

representation recently.

Located in Jacksonville, Florida, the Talleyrand Marine Terminal operates along 10 miles of track at the Port of Jacksonville, an international trade seaport, and provides direct switching for Norfolk Southern and CSX. The terminal is also minutes from Florida East Coast's intermodal ramp.

LOCAL 59

Tomra, Inc.

This summer, recycling truck drivers at Tomra, Inc. in Lakeville, Massachusetts overwhelmingly voted to join the Teamsters. The 36 newly organized workers are represented by Local 59 in New Bedford, Massachusetts.

Due to a shakeup in the local management team and increased involvement by Tomra corporate officials, the drivers were deeply concerned about their job security and working conditions, which compelled them to seek the union for assistance.

"As a last ditch effort, the company tried to knock down our organizing drive. But we had the workers so well prepared, they knew exactly what to expect from management," said George F. Belanger, President of Local 59.

LOCAL 413

Southwest Licking School System

A strong majority of employees at the Southwest Licking School System in Pataskala, Ohio recently voted to join Local 413 in Columbus, Ohio. The 84 workers are seeking job protections and a strong

grievance procedure.

The employees include custodians, computer room technicians, teacher aides, cooks, head cooks, nurses, librarians, secretaries, ground maintenance workers and hall monitors.

The campaign took 18 months, in part because of difficulties determining who, exactly, should be included in the unit. Two weeks prior to the election, the state employee relations board declared that all non-supervisory employees should be included in the group.

LOCAL 671 & LOCAL 340

First Student

Drivers employed by First Student in Vernon, Connecticut secured a strong partner in their fight for respect in the workplace, voting for Local 671 in Bloomfield, Connecticut as their bargaining representative.

The 50 drivers are now looking forward to having the protections afforded by a Teamster contract.

Bus drivers and attendants with First Student in Maine recently joined their coworkers in Vernon as Teamsters. Sixty-two workers at three yards in the Bangor, Maine area are now members of another Joint Council 10 local, Local 340 in Portland, Maine.

"We look forward to helping negotiate a strong contract for these workers," said David W. Laughton, Secretary-Treasurer of Joint Council 10.

Since 2006, more than 2,700 First Student drivers, attendants and mechanics have joined the Teamsters seeking improved wages, benefits, safety standards and respect in the workplace.

Union Continues Financial Growth

I am proud to report that our union's financial position is the best it has been in quite some time. The fiscal year of 2006 continued the trend of our union's progress and financial growth.

The International Brotherhood of Teamsters' audited 2006 financial statements report net assets of \$113.4 million. Not only is this an increase of \$18.2 million over last year's total, it is an improvement of more than \$100 million over the \$8.6 million in recorded net assets in March 1999, when the Hoffa administration took office. These increased assets are proving valuable to all members.

In recent years, \$28.2 million from our Strike and Defense Fund has been disbursed in support of members, including workers at Sikorsky Aircraft Corp. last year. Following a \$21.4-million contribution last year, the fund's balance stood at a robust \$53.6 million at the end of 2006. Back in 1999, our strike fund was \$17 million in the red, paying just \$55 a week to members forced out on strike. That was unacceptable.

Together, we're working to be this century's most vital union. Repairing broken finances was just one part of that mission—we also had to think about how we could build our union.

Focus on Organizing

A key goal of the Hoffa administration has been to increase Teamster power through organizing. Last year, \$23 million (including direct organizing expenses and other costs associated with the Organizing Department) was allocated to our aggressive, strategic organizing campaigns. As a result, thousands of workers—including some 2,000 workers at DHL, 2,000 school

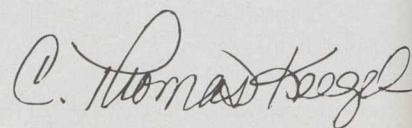
bus drivers and more than 3,000 public service workers—joined our union last year, making us one of the very few labor organizations to post a net gain in membership.

The increase in our organizing funds is just one positive change from the 2002 Special Convention, when we addressed our union's financial position by adjusting our per capita tax structure and, with members' approval, increased dues.

In addition to boosting funds for organizing, the revenue from this convention has allowed the international union to expand services provided to members

through our local unions, and enabled renovations of our headquarters building in Washington to proceed.

Our strong financial situation speaks to this administration's commitment to our members. Teamsters today can be proud: our great union is strong today and continues to prepare for our future.



C. Thomas Keegel
General Secretary-Treasurer

Novak | Francella
LLC CERTIFIED PUBLIC ACCOUNTANTS

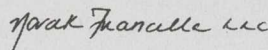
REPORT OF INDEPENDENT AUDITORS

Members of the General Executive Board
International Brotherhood of Teamsters

We have audited the accompanying consolidated statement of financial position of the International Brotherhood of Teamsters (the International Union) as of December 31, 2006, and the related consolidated statements of activities and cash flows for the year then ended. These consolidated financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall consolidated financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International Union as of December 31, 2006, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.



June 25, 2007

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International Brotherhood of Teamsters Consolidated Statement of Financial Position

DECEMBER 31, 2006

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
ASSETS						
Cash and cash equivalents	\$7,548,300	\$5,157,470	\$365,551	\$293,446	\$1,879,507	\$15,244,274
Cash collateral held for securities on loan	4,792,571	10,637,401	—	—	—	15,429,972
Receivables, net						
Trade	16,038,586	—	—	—	2,281,255	18,319,841
Grants	450,838	—	—	—	—	450,838
Accrued investment income	299,631	228,338	4,846	—	18,877	551,692
Securities sold pending settlement	208,396	481,462	1,758	—	1,575	693,191
Due from/(to) related entities	(3,675,221)	3,935,909	390	—	(76,087)	184,991
Inventories	555,005	—	908	—	—	555,913
Prepaid expenses	582,731	—	53,482	—	—	636,213
Investments						
First trust notes - affiliates	2,301,937	—	—	—	—	2,301,937
Other	42,380,309	44,410,219	6,030,469	—	4,201,404	97,022,401
Security deposits and other	886,914	—	27,084	—	55,000	968,998
Property and equipment, net	34,329,951	—	—	—	—	34,329,951
Prepaid pension cost	5,230,388	—	—	—	—	5,230,388
Total assets	\$111,930,336	\$64,850,799	\$6,484,488	\$293,446	\$8,361,531	\$191,920,600
LIABILITIES AND NET ASSETS						
Liabilities						
Accounts payable and accrued expenses						
Trade	\$16,272,329	\$36,516	\$255,882	—	\$14,644	\$16,579,371
Securities purchases pending settlement	193,767	535,365	155,429	—	—	884,561
Liability to return collateral for securities on loan	4,792,571	10,637,401	—	—	—	15,429,972
Loans payable	10,000,000	—	—	—	—	10,000,000
Unexpended scholarship awards	—	—	237,500	—	—	237,500
Accrued pension costs	34,821,612	—	—	—	—	34,821,612
Accrued postretirement benefits cost	488,033	—	—	—	—	488,033
Total liabilities	66,568,312	11,209,282	648,811	—	14,644	78,441,049
NET ASSETS						
Unrestricted	45,048,585	53,641,517	5,835,677	293,446	8,346,887	113,166,112
Temporarily restricted	313,439	—	—	—	—	313,439
Total net assets	45,362,024	53,641,517	5,835,677	293,446	8,346,887	113,479,551
Total liabilities and net assets	\$111,930,336	\$64,850,799	\$6,484,488	\$293,446	\$8,361,531	\$191,920,600

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Consolidated Statement of Activities

YEAR ENDED DECEMBER 31, 2006

	GENERAL FUND		STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	DISASTER RELIEF FUND		SUPPLEMENTAL BENEFITS TRUST		
	TEMPORARILY				TEMPORARILY				
	UNRESTRICTED	RESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED	RESTRICTED	UNRESTRICTED	ELIMINATIONS	TOTAL
REVENUE AND OTHER SUPPORT									
Per capita and initiation fees	\$135,630,505	\$ —	\$19,017,576	\$ —	\$ —	\$ —	\$ —	\$ —	\$154,648,081
Grants and contributions	2,469,602	—	—	535,997	131,626	—	—	(25,464)	3,111,761
Special fund raising events	—	—	—	415,280	—	—	—	—	415,280
Affinity program	62,193	—	—	—	—	—	2,889,643	—	2,951,836
Investment income, net	3,512,667	—	2,405,888	407,086	—	—	324,780	—	6,650,421
Sales of supplies, net	218,604	—	—	—	—	—	—	—	218,604
Loss on disposal of property and equipment	(11,084)	—	—	—	—	—	—	—	(11,084)
Other	6,584	—	—	26,475	—	—	—	—	33,059
Pension cost credit	7,658,724	—	—	—	—	—	—	—	7,658,724
Net assets released from restrictions	500	(500)	—	—	250,579	(250,579)	—	—	—
Total revenue	149,548,295	(500)	21,423,464	1,384,838	382,205	(250,579)	3,214,423	(25,464)	175,676,682
EXPENSES									
Program services									
Member services									
Communications, magazine and public relations	12,819,535	—	—	—	—	—	110,000	(25,464)	12,904,071
Financial assistance to affiliates	202,503	—	—	—	—	—	2,253,497	(2,253,497)	202,503
Industry trade division and relations	33,995,453	—	—	—	—	—	—	—	33,995,453
Out-of-work benefits	1,696,893	—	9,762,668	—	—	—	—	—	11,459,561
Research, education and training	11,370,503	—	—	—	—	—	114,658	—	11,485,161
Retiree relations, scholarships and other	457,570	—	—	431,805	—	—	—	—	889,375
Organizing	23,035,433	—	—	—	—	—	—	—	23,035,433
Other	11,224,540	—	—	—	73,250	—	5,388	—	11,303,178
Affiliation fees	11,474,879	—	—	—	—	—	—	—	11,474,879
Government affairs	9,167,490	—	—	—	—	—	—	—	9,167,490
Legal and litigation	7,147,258	—	—	—	—	—	—	—	7,147,258
Civil RICO	7,205,787	—	—	—	—	—	—	—	7,205,787
Convention	19,604	—	—	—	—	—	—	2,253,497	2,273,101
Total program services expenses	129,817,448	—	9,762,668	431,805	73,250	—	2,483,543	(25,464)	142,543,250
Supporting services									
Administration and governance	8,516,351	—	—	43,195	7,729	—	283,905	—	8,851,180
Fundraising	—	—	—	162,810	—	—	—	—	162,810
Total expenses	138,333,799	—	9,762,668	637,810	80,979	—	2,767,448	(25,464)	151,557,240
CHANGE IN NET ASSETS	11,214,496	(500)	11,660,796	747,028	301,226	(250,579)	446,975	—	24,119,442
NET ASSETS									
Beginning of year	39,710,749	313,939	41,980,721	5,088,649	(7,780)	250,579	7,899,912	—	95,236,769
SFAS No. 158 adjustment	(5,876,660)	—	—	—	—	—	—	—	(5,876,660)
End of year	\$45,048,585	\$313,439	\$53,641,517	\$5,835,677	\$293,446	\$ —	\$8,346,887	\$ —	\$113,479,551

See accompanying notes to consolidated financial statements

International Brotherhood of Teamsters Consolidated Statement of Cash Flows

YEAR ENDED DECEMBER 31, 2006

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
CASH FLOWS PROVIDED BY (USED IN) OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils and local unions	\$137,659,389	\$15,672,720	\$ —	\$ —	\$ —	\$153,332,109
Investment income	2,588,189	1,642,515	202,567	—	143,012	4,576,283
Other revenue and reimbursements	2,939,758	—	976,277	102,854	1,630,645	5,649,534
Net cash received	143,187,336	17,315,235	1,178,844	102,854	1,773,657	163,557,926
Cash disbursed to						
Service providers, suppliers, vendors and others	149,029,225	183,191	658,839	79,625	548,593	150,499,473
AFL-CIO and other labor organizations	4,265,296	—	—	—	—	4,265,296
Affiliated conferences, joint councils and local unions	7,548,806	—	—	—	—	7,548,806
Members for benefits under Strike Benefit Assistance Program	—	7,190,057	—	—	—	7,190,057
Net cash used	160,843,327	7,373,248	658,839	79,625	548,593	169,503,632
Net cash provided by (used for) operating activities	(17,655,991)	9,941,987	520,005	23,229	1,225,064	(5,945,706)
CASH FLOWS PROVIDED BY (USED IN) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	28,794,794	37,740,134	1,012,429	—	4,259,972	71,807,329
Purchase of investments	(30,274,344)	(50,254,846)	(1,181,590)	—	(4,418,667)	(86,129,447)
Purchase of fixed assets	(17,165,638)	—	—	—	—	(17,165,638)
Payment of loans by affiliates	1,473,691	—	—	—	—	1,473,691
Net cash used for investing activities	(17,171,497)	(12,514,712)	(169,161)	—	(158,695)	(30,014,065)
Cash flows provided by financing activities						
Loan proceeds	10,000,000	—	—	—	—	10,000,000
Net cash provided by financing activities	—	10,000,000	—	—	—	10,000,000
NET INCREASE (DECREASE) IN CASH	(24,827,488)	(2,572,725)	350,844	23,229	1,066,369	(25,959,771)
CASH AND CASH EQUIVALENTS						
Beginning of year	32,375,788	7,730,195	14,707	270,217	813,138	41,204,045
End of year	\$7,548,300	\$5,157,470	\$365,551	\$293,446	\$1,879,507	\$15,244,274
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES						
Change in net assets	\$5,337,336	\$11,660,796	\$747,028	\$50,647	\$446,975	\$18,242,782
Net appreciation of investments	(1,174,597)	(863,608)	(228,417)	—	(220,785)	(2,487,407)
Loss on disposal of fixed assets	11,084	—	—	—	—	11,084
Depreciation expense	1,524,411	—	—	—	—	1,524,411
(Increase) decrease in assets	(1,173,515)	(20,765)	(198)	—	(1,261,266)	(2,455,744)
Receivables	32,053	—	564	—	—	32,617
Inventories	(564)	—	(36,922)	—	—	(37,486)
Prepaid expenses	138,451	—	—	—	(1,575)	136,876
Security deposits and other	(1,358,017)	(845,028)	(559)	(27,418)	2,263,584	32,562
Due to/from related entities	(5,230,388)	—	—	—	—	(5,230,388)
Prepaid pension costs	(9,491,646)	10,592	34,759	—	(1,869)	(9,448,164)
Unexpended scholarship awards	—	—	3,750	—	—	3,750
Accrued pension costs	(6,403,210)	—	—	—	—	(6,403,210)
Accrued postretirement benefits cost	132,611	—	—	—	—	132,611
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	\$(17,655,991)	\$9,941,987	\$520,005	\$23,229	\$1,225,064	\$(5,945,706)

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

YEAR ENDED DECEMBER 31, 2006

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

METHOD OF ACCOUNTING - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

CONSOLIDATION AND FUND ACCOUNTING - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

GENERAL FUND - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Included in the General Fund is the Public Services Assistance Fund. This fund provides assistance to public employees whose contracts do not entitle them to strike benefits. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

STRIKE AND DEFENSE FUND - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

HOFFA SCHOLARSHIP FUND - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities, management, administrative, accounting and clerical assistance.

TEAMSTER DISASTER RELIEF FUND - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting and clerical assistance.

SUPPLEMENTAL BENEFITS TRUST - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's

control. The Trust was established on January 1, 2003 to serve as a vehicle for the coordination of several credit card, insurance and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

CASH AND CASH EQUIVALENTS - Cash and cash equivalents consist of amounts held in demand deposit accounts, money market accounts and funds.

INVENTORY - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

INVESTMENTS - Investments are reported at their aggregate fair value. The fair value of investments in common and capital stocks, corporate bonds, mutual funds and U.S. Treasury and Government Agency securities are determined by quoted market prices as reported by the investment custodian.

PROPERTY AND EQUIPMENT - Property and equipment are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements.....	39 years
Data processing equipment.....	5 years
Office equipment and capitalized software.....	3-10 years
Furniture and fixtures.....	10 years
Automobiles.....	5 years

CANADIAN CURRENCY - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on average exchange rate in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

USE OF ESTIMATES IN THE PREPARATION OF FINANCIAL STATEMENTS - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

FINANCIAL PRESENTATION - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains and losses, classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for Federal income taxes.

The Hoffa Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2006:

Per capita and initiation fees	\$ 14,698,868
Unsecured notes receivable	793,711
Unsecured loans receivable	750,000
Affinity program	2,281,255
Other	606,361
	<u>19,130,195</u>
Less allowance for doubtful accounts	<u>(810,354)</u>
	<u>\$ 18,319,841</u>

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash equivalents with various financial institutions as of December 31, 2006 totaling approximately \$5,668,000 which were not insured by the Federal Deposit Insurance Corporation.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$60,000. As of December 31, 2006, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$1,828,000 in Canadian dollars (approximately \$1,578,000 U.S. Dollars).

The Hoffa Scholarship Fund maintains all of its cash and cash equivalents at one financial institution. The balance is insured by the Federal Deposit Insurance Corporation up to \$100,000. As of December 31, 2006 the Hoffa Scholarship Fund's cash in excess of FDIC insurance coverage totaled approximately \$3,270.

The Supplemental Benefits Trust maintains all of its cash with one financial institution. The balance is insured by the Federal Deposit Insurance Corporation up to \$100,000. As of December 31, 2006 the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled approximately \$1,600,000.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2006 the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled approximately \$193,446.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled \$450,838 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2006 is summarized below:

	COST	FAIR VALUE	NET FAIR VALUE OF SECURITIES	
			ON LOAN	ON HAND
Common stock	\$ 38,948,204	\$ 45,619,851	\$ (2,499,486)	\$ 43,120,365
Capital stock	5,833	71,752	—	71,752
Corporate bonds	12,585,095	12,205,368	(1,499,562)	10,705,806
Government agency securities	22,491,717	22,550,481	(1,146,182)	21,404,299
U.S. Treasury securities	11,090,033	11,066,779	(9,730,608)	1,336,171
Mutual fund	5,524,937	5,508,170	—	5,508,170
	<u>\$ 90,645,819</u>	<u>\$ 97,022,401</u>	<u>\$ (14,875,838)</u>	<u>\$ 82,146,563</u>

Investment income for the year ended December 31, 2006 consisted of the following:

	GENERAL		HOFFA	SUPPLEMENTAL	TOTAL
	FUND	STRIKE FUND	SCHOLARSHIP FUND	BENEFITS TRUST	
Interest and dividends	\$ 2,491,584	\$ 1,663,280	\$ 205,144	\$ 143,546	\$ 4,503,554
Net realized and unrealized gain on investments	1,174,597	863,608	228,417	220,785	2,487,407
Investment expenses	(153,514)	(121,000)	(26,475)	(39,551)	(340,540)
	<u>\$ 3,512,667</u>	<u>\$ 2,405,888</u>	<u>\$ 407,086</u>	<u>\$ 324,780</u>	<u>\$ 6,650,421</u>

NOTE 8. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for purchase or development of real estate. These loans are secured by the real estate and are carried at their unpaid principal balance of \$2,301,937. No allowance for uncollectible accounts was deemed necessary as of December 31, 2006.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2006:

Land - headquarters	\$ 794,117
Headquarters building	18,357,481
Leasehold improvements	30,954
Furniture and fixtures	2,636,281
Equipment	3,490,864
Data processing equipment	3,023,942
Computer software	3,240,896
Automobiles	147,408
Working in process	<u>20,805,617</u>
	<u>52,527,560</u>
Less accumulated depreciation	<u>(18,197,609)</u>
Net property and equipment	<u>\$ 34,329,951</u>

Depreciation expense for the year ended December 31, 2006 was \$1,524,411.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the "Plan") provides defined benefits to eligible officers and employees of the International Union's affiliates. Contributions to the Plan are made by the International Union based on the advice of consulting actuaries. The International Union reports in accordance with Statement of Financial Accounting Standards No. 87 (SFAS No. 87), "Employers' Accounting for Pensions." During the year ended December 31, 2006 the International Union adopted the provisions of Statement of Financial Accounting Standards No. 158 (SFAS No. 158), "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans" which amends SFAS No. 87.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose local unions continued to contribute, benefits were not frozen until December 31, 2001.

Effective as of January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995 shall be terminated effective as of January 1, 2002 and no contribution shall be accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who is initially employed by an affiliate on or after January 1, 2002 shall be eligible to become a participant of the Plan. No compensation that is received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002 shall be considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002 shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

In computing net periodic pension costs as of January 1, 2006 to be recognized for the year ended December 31, 2006, the consulting actuary used the following assumptions:

Discount rate	5.75%
Average rate of compensation increases	N/A
Expected return on plan assets	8.00

The information on benefit costs for the year ended December 31, 2006, as determined by the actuary, is as follows:

Benefit cost	\$ (7,658,724)
Employer contributions	—
Plan participants' contributions	—
Benefits paid	<u>48,934,403</u>

In computing the funded status of the Plan as of December 31, 2006, the consulting actuary used the following assumptions:

Discount rate	6.00%
Average rate on compensation increases	N/A

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN (continued)

The funded status of the Plan as of December 31, 2006, as determined by the actuary, is as follows:

Projected benefit obligation	\$ (516,560,784)
Fair value of plan assets	521,791,172
Funded status	\$ 5,230,388
Accumulated benefit obligation	\$ (516,560,784)
Prepaid benefit cost recognized in the consolidated statement of financial position	\$ (42,754,980)

Amounts recognized as additions to net assets include:

SFAS 158 transition adjustment	\$ 46,307,306
New net loss	(37,524,592)
Addition to net assets	\$ 8,782,714

The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:

Transition obligation	\$ 0
Prior service cost	0
Net loss	0
	<u>\$ 0</u>

At December 31, 2006, the Plan's total assets were allocated as follows: 52% equity securities, 23% fixed income securities, 2% cash and short term investments and 23% other assets.

The Plan's overall investment strategy is to invest in securities that will achieve a rate of return sufficient to meet or exceed the actuarial interest assumption, which was 8.00% for the year ended December 31, 2006. In general, the Plan's goal is to maintain the following allocation ranges for investments:

Equity securities.....	55% - 70%
Fixed income securities.....	30% - 45%
Cash and equivalents.....	0% - 5%

Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2007.....	\$ 47,844,610
2008.....	47,584,284
2009.....	46,153,640
2010.....	45,579,253
2011.....	44,617,831
Aggregate for five years beginning 2012.....	208,413,022

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the "Plan"), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

The International Union reports in accordance with Statement of Financial Accounting Standards No. 87 (SFAS No. 87), "Employers' Accounting for Pensions." During the year ended December 31, 2006 the International Union adopted the provisions of Statement of Financial Accounting Standards No. 158 (SFAS No. 158), "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans" which amends SFAS No. 87.

In computing net periodic pension costs as of January 1, 2006 to be recognized for the year ended December 31, 2006, the consulting actuary used the following assumptions:

Discount rate.....	5.75%
Average rate of compensation increase.....	5.25
Expected return on plan assets.....	8.00

The information on benefit cost for the year 2006, as determined by the consulting actuary, is as follows:

Benefit cost.....	\$ 10,870,565
Employer contributions.....	20,616,681

Plan participants' contributions.....	—
Benefits paid.....	7,607,920

In computing the funded status of the Plan as of December 31, 2006, the consulting actuary used the following assumptions:

Discount rate.....	6.00%
Average rate of compensation increases.....	5.25

The funded status of the Plan as of December 31, 2006, as determined by the consulting actuary, is as follows:

Projected benefit obligation	\$ (108,114,173)
Fair value of plan assets	73,292,561
Funded status	\$ (34,821,612)
Accumulated benefit obligation	\$ (78,774,396)

Amounts recognized as deductions from net assets include:

New prior service cost	\$ (4,682,271)
New net loss	(9,871,685)
Deduction from net assets	\$ (14,553,956)

The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:

Transition obligation	\$ 0
Prior service cost	671,837
Net loss	0
	<u>\$ 671,837</u>

At December 31, 2006, the Plan's total assets were allocated as follows: 51% equity securities, 16% fixed income securities, 9% cash and short term investments and 24% other assets.

The Plan's overall investment strategy is to invest in securities that will achieve a rate of return sufficient to meet or exceed the actuarial interest assumption, which was 8.00% for the year ended December 31, 2006. In general, the Plan's goal is to maintain the following allocation ranges for investments:

Equity securities.....	55% - 70%
Fixed income securities.....	30% - 45%
Cash and equivalents.....	0% - 5%

The International Union's expected contributions to the Plan for the year ended December 31, 2007 are \$12,856,309. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2007.....	\$ 9,128,501
2008.....	9,117,354
2009.....	10,130,990
2010.....	11,147,397
2011.....	11,834,980
Aggregate for five years beginning 2012.....	63,844,208

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 13. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund, Inc., which are included in the consolidated financial statements, and amounts due to (from) the International Union at December 31, 2006 are as follows:

Strike and Defense Fund	\$ (3,935,909)
Committee for Democratic Republican	
Independent Voter Education	3,384

Teamster Affiliates Pension Plan	14,003
Retirement and Family Protection Plan	600
Voluntary Employee Benefits Trust	147,000
Supplemental Benefits Trust	76,087
Teamsters National 401(k) Savings Plan	20,004
James R. Hoffa Memorial Scholarship Fund, Inc. (	390)
Total	\$ (3,675,221)

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union also provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

The International Union reports in accordance with Statement of Financial Accounting Standards No. 106 (SFAS No. 106), "Employers' Accounting for Postretirement Benefits Other Than Pensions." During the year ended December 31, 2006 the International Union adopted the provisions of Statement of Financial Accounting Standards No. 158 (SFAS No. 158), "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans" which amends SFAS No. 106.

In computing the net periodic postretirement costs for the year ended December 31, 2006 the consulting actuary used a discount rate of 5.75%.

The net periodic postretirement benefits cost for the plan for the year ended December 31, 2006 as determined by the consulting actuary, is as follows:

Service cost	\$ 9,454
Interest cost	27,588
Amounts of loss recognized	3,473
Amortization of transition obligation	6,678
Postretirement healthcare benefits cost	\$ 47,193

In computing the funded status of the Plan as of December 31, 2006 the consulting actuary used the following assumptions:

Assumptions used to value the accumulated

postretirement benefit obligations:	
Discount rate	6.00%
Assumed health care cost trend rate for the coming year:	0.00
Rate that the cost trend gradually declined to	0.00
Year that the rate reaches the rate that it is assumed to remain at:	N/A

The funded status of the plan as of December 31, 2006 as determined by the consulting actuary, is as follows:

Accumulated postretirement benefit obligation	\$ (488,033)
Plan assets at fair value	—
Funded status	\$ (488,033)
Accrued postretirement benefits costs	\$ (488,033)
Amounts recognized as deductions from net assets include:	
Transition obligation	\$ (33,389)
New net loss	(72,029)
Deduction from net assets	\$ (105,418)
The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:	
Transition obligation	\$ 6,678
Prior service cost	0
Net loss	3,473
	\$ 10,151

Benefits paid during 2006 were \$20,000.

The International Union expects to contribute approximately \$28,460 for the year ending December 31, 2007. Benefits expected to be paid during the ensuing five years and thereafter are approximately as follows:

2007.....	\$ 28,460
2008.....	29,258
2009.....	30,072
2010.....	30,939
2011.....	31,806
Aggregate for five years beginning 2012.....	170,114

NOTE 15. ACCRUED LEAVE

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a liability of \$2,708,021 representing accumulated future absences of its employees through the year ended December 31, 2006, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employer's intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Brotherhood of Teamsters.

None of the other litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the right to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the right to use the International Union's intangible property to Household Bank of Nevada, N.A. (Household) for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union.

On February 22, 1999, the terms of the AFL-CIO's License and List Use Agreements with Household were amended to provide for adjustments to the amounts of annual minimum royalty payments payable to the AFL-CIO during program years 3 through 5, annual minimum royalty payments for each subsequent program year, and adjustments to the set annual royalty rates applicable to program years 3 through 12. The AFL-CIO splits the royalty payments it receives with participating unions, including the International Union, based on each participating union's average revolving balances in the credit card program.

Under the original agreements, if cumulative royalty earnings (calculated based on the set annual royalty rates and the average revolving balances of union members enrolled in the program) were less than the cumulative royalty payments or advances received by the AFL-CIO, then that excess amount would be due to Household at the end of the term of the agreements. Similarly, if the advances paid to the International Union by the AFL-CIO exceeded the cumulative earnings attributed to the International Union, then that amount would be due to the AFL-CIO at the end of the term of the agreements.

The amended agreements provide that if such a cumulative "overpayment" remains at the end of program year 12, the AFL-CIO has an option to extend the term of the agreement for three additional one-year periods and receive annual minimum royalty payments in each of those years. If there is still a cumulative "overpayment" at the end of the three-year extension, the AFL-CIO will not be obligated to repay such amount to Household.

The amended agreements also provide that the International Union will be obligated to repay any cumulative overpayment to the AFL-CIO if the agreements are terminated prior to the twelfth year of the contract or if the International Union chooses not to extend the term of the agreements for the additional three years referred to above.

The International Brotherhood of Teamsters assigned any and all rights and interest it may have related to the License and List Use Agreements with AFL-CIO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has entered into an agreement with GMAC Insurance Company (GMACI) under which GMACI has the exclusive right to market and sell insurance coverage to International Union members in exchange for a fee of 3% of the direct written premium on policies underwritten for the plan by GMACI. The fees are payment for

administrative expenses incurred by the International Union, list management services in connection with the insurance plan and for the use of the International Union name and logo.

The International Union assigned any and all rights and interests it may have related to the insurance plan agreement with GMACI to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union entered into an agreement with Union Privilege (UP) under which the International Union receives royalty payments from UP for promotion of UP's Union Plus programs to International Union members. The International Union receives \$.09 times the average number of members in the International Union as a royalty fee and receives reimbursement for expenses related to promotion of UP programs. The International Union assigned any and all rights and interests it may have related to the Union Privilege programs to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The Supplemental Benefits Trust also has agreements with the Nu Travel and the Teamsters student loan program.

During 2005, the International Brotherhood of Teamsters disaffiliated from the AFL-CIO. Per section 6.3 of the International Union license agreement, the AFL-CIO is required to provide reports related to the credit card usage, account balances, etc. to the International Brotherhood of Teamsters. The disaffiliation had an impact upon the International Union's ability to obtain a complete response to the audit confirmation supporting the royalty revenue received during the year ended December 31, 2006 as well as reports regarding credit card balances.

For the year ended December 31, 2006, the AFL-CIO confirmed to the auditors that the second and third installments of enhancement of credit card royalties (catch-up) in the amount of \$741,561 were not due to the Trust. AFL-CIO states that unions that disaffiliate from the AFL-CIO lost their eligibility for this payment. The Trust maintains that these catch-up payments are due and hence, has included them as receivable at December 31, 2006.

NOTE 18. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31, 2007	\$ 1,084,892
2008	916,542
2009	606,608
2010	186,883
2011	56,271
Total	2,851,196
Thereafter	—
	<u>\$ 2,851,196</u>

Rental payments totaled \$2,076,775 for the year ended December 31, 2006.

NOTE 19. SECURITIES LENDING PROGRAM

The International Union has entered into an agreement with the custodial bank for the International Union's investments which authorizes the bank to lend securities held in the International Union's accounts to third parties.

The International Union receives 70% of the net revenue derived from the securities lending activities, and the bank receives the remainder of the net revenue. Income reported in the consolidated statement of activities includes \$29,147 earned by the International Union during the year ended December 31, 2006 in connection with the securities lending program.

Under this program, the bank must obtain collateral from the borrower in the form of cash, letters of credit issued by an entity other than the borrower, or acceptable securities. Both the collateral and the securities loaned are marked-to-market on a daily basis so that all loaned securities are fully collateralized at all times. In the event that the loaned securities are not returned by the borrower, the bank will, at its own expense, either replace the loaned securities or, if unable to purchase those securities on the open market, credit the International Union's accounts with cash equal to the fair value of the loaned securities.

Although the International Union's securities lending activities are collateralized as described above, and although the terms of the securities lending agreement with the custodial bank require the bank to comply with government rules and regulations related to the lending of securities, the securities lending program involves both market and credit risk.

In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or collateral, or that the bank's investment of cash collateral received from the borrowers of the International Union's securities may be subject to unfavorable

market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts. To date, the International Union has experienced no losses in connection with the securities lending program. At December 31, 2006, the fair value of securities on loan was \$14,875,838.

At December 31, 2006 the fair value of the cash and securities collateral held for securities on loan were as follows:

	GENERAL FUND	STRIKE AND DEFENSE FUND
Collateral - cash and cash equivalents	\$ 3,185,830	\$ 4,794,539
Collateral - securities	1,606,741	5,842,862
Total	<u>\$ 4,792,571</u>	<u>\$ 10,637,401</u>

In accordance with Statement of Financial Accounting Standard No. 140, the International Union has segregated securities on loan to third parties from other investments in Note 7 and has also reported the cash and securities collateral held for securities on loan as an asset and a corresponding liability to return the collateral on the consolidated statement of financial position.

NOTE 20. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2006 resulted from contributions from local union members, joint councils and other international unions for the renovation of the International Union headquarters building and contributions. At December 31, 2006 temporarily restricted net assets consisted of \$313,439 for building renovations.

NOTE 21. ORGANIZING ACTIVITIES

As a result of actions taken at the 2002 Special Convention, ten percent of the annual per capita tax received by the International Union, exclusive of per capita tax received for Canadian members, is allocated for organizing activities. Allocation of funds to organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Divisions and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

Organizing activities are as follows:

Per capita tax revenue	\$ 13,850,362
Expenses	17,224,980
Decrease in net assets	(3,374,618)
Balance at beginning of year	(2,813,624)
Disbursements for organizing activities over amounts allocated	<u>\$ (6,188,242)</u>

NOTE 22. LOAN PAYABLE

During the year ended December 31, 2006 the International Union entered into a loan agreement and executed a promissory note with Wachovia Bank to borrow amounts up to \$25,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by June 30, 2008. As of December 31, 2006, the outstanding principal balance due on the note was \$10,000,000 at a variable interest rate of 5.54%. Under this agreement an additional \$15,000,000 was available for the International Union to borrow as of December 31, 2006.

Interest expense totaled \$157,301 for the year ended December 31, 2006.

REPORT 103 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: August 2, 2007

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Third Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including an update on prior charges and the status of pending charges about which we have previously informed you.

II. UPDATE ON PRIOR IRB CHARGES

A. WILLIAM T. HOGAN, JR. – FORMER PRESIDENT OF JOINT COUNCIL 25 AND INTERNATIONAL REPRESENTATIVE

As reported in the last issue of the *Teamster* magazine William T. Hogan, Jr., a former President of Joint Council 25 and an International Representative, was charged with criminal contempt of the court-ordered Consent Decree. Among other things, the Consent Decree permanently bars all Union members and officers from "knowingly associating" with any person barred from participating in Union affairs.

It is alleged that even after Mr. Hogan was permanently barred he nevertheless continued to knowingly associate with various Union members and officers on at least 150 occasions, in person and by telephone. In so doing Mr. Hogan is charged with having aided and abetted those members and officers in violating the Consent Decree, and thereby acting in criminal contempt of the Consent Decree.

A conference before Judge Preska took place on July 17,

2007, with counsel for Mr. Hogan in attendance. Actions scheduled at the conference include the Hogan Brief, the Assistant U. S. Attorney Brief, the Reply Brief and oral argument, after which a hearing will be scheduled.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and a hearing panel was appointed. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate. The IRB then made an application to Judge Preska for review. The matter is with Judge Preska.

B. JAMES D. JACKSON – LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jackson, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001.

General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007. On May 23, 2007, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Jackson from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

On July 16, 2007, counsel for Mr. Jackson filed an appeal to the IRB. The matter is under consideration.

C. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing and on June 28, 2007, issued its decision that the charge against Mr. Pirro was proved and that Mr. Pirro has been permanently barred from the IBT. By way of Application 127, the IRB's decision was forwarded to the District Court for review by Judge Preska.

D. FRANCIS J. GILLEN - LOCAL 500, PHILADELPHIA, PENNSYLVANIA

In the last issue of the *Teamster* magazine we informed you that Francis (Frank) J. Gillen, an International Vice President, Joint Council 53 President, Local 500 President and Pennsylvania Conference of Teamsters President allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council President, PA Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing was held on July 11, 2007.

E. GEORGE DiPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that George DiPilato, former President of Local 502, while a member and the President of Local 502, allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local funds and property to his own use and the use of others, and brought reproach upon the IBT when he embezzled over \$20,000 from Local 502. Mr. Hoffa filed the charges against Mr. DiPilato. Prior to his hearing, Mr. DiPilato signed an agreement seeking to resolve the matter. The approved agreement with evidence of restitution has been sent to the District Court for review by Judge Preska.

F. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who

adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision is with Judge Preska for review.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Teamsters – National 401(k) Savings Plan

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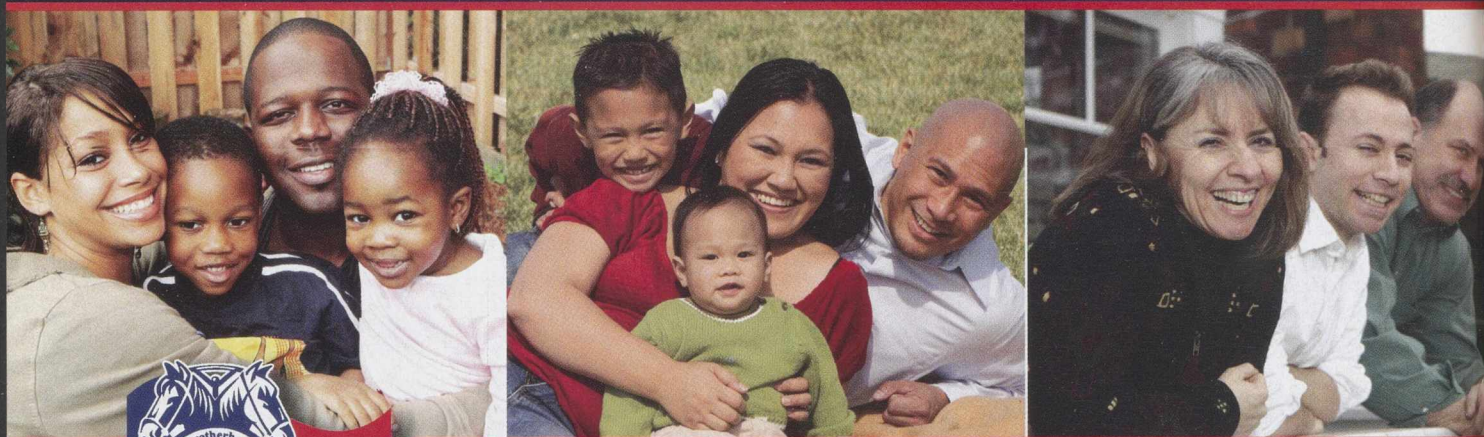
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Take a Stand for Working Families



DRIVE

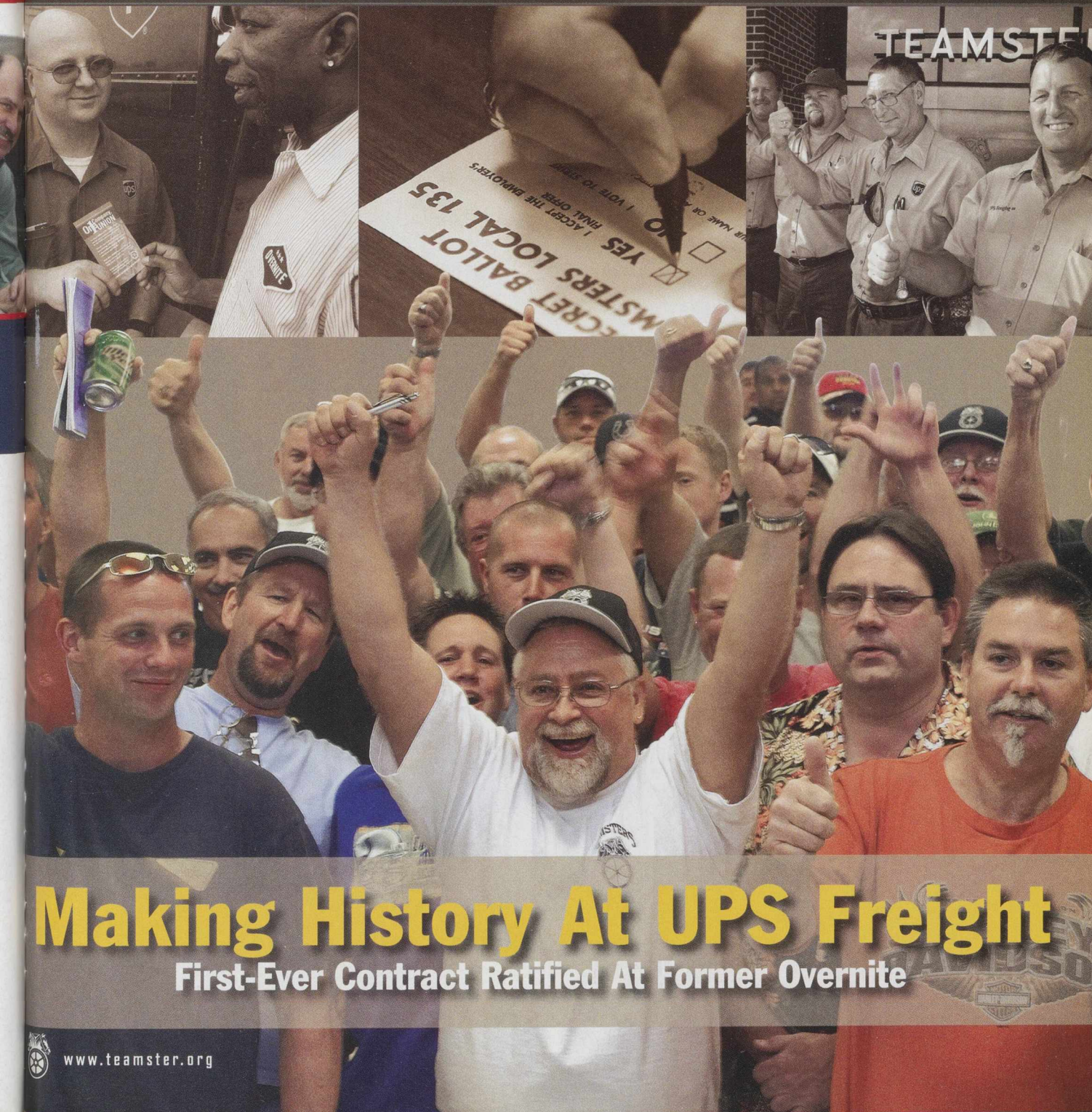
You can help build Teamster political power by joining the thousands of Teamsters who already contribute to DRIVE.

By joining DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union's political action committee, you are supporting grassroots action by Teamster families to fight for legislative action to help working Americans.

DRIVE has given the Teamsters clout in Washington to help pass legislation in the House of Representatives that will make it easier for workers to join a union, and is actively fighting for legislation to protect your pension and health care benefits. Politicians supported by DRIVE contributions voted to keep unsafe Mexican trucks off American highways, blocked changes to hours-of-service rules that would force drivers to work longer hours, and stopped American ports from being sold to foreigners.

**Find out more about this exciting program
by talking to your local union, or on the
web at www.teamster.org/drive**

TEAMSTER



Making History At UPS Freight

First-Ever Contract Ratified At Former Overnite



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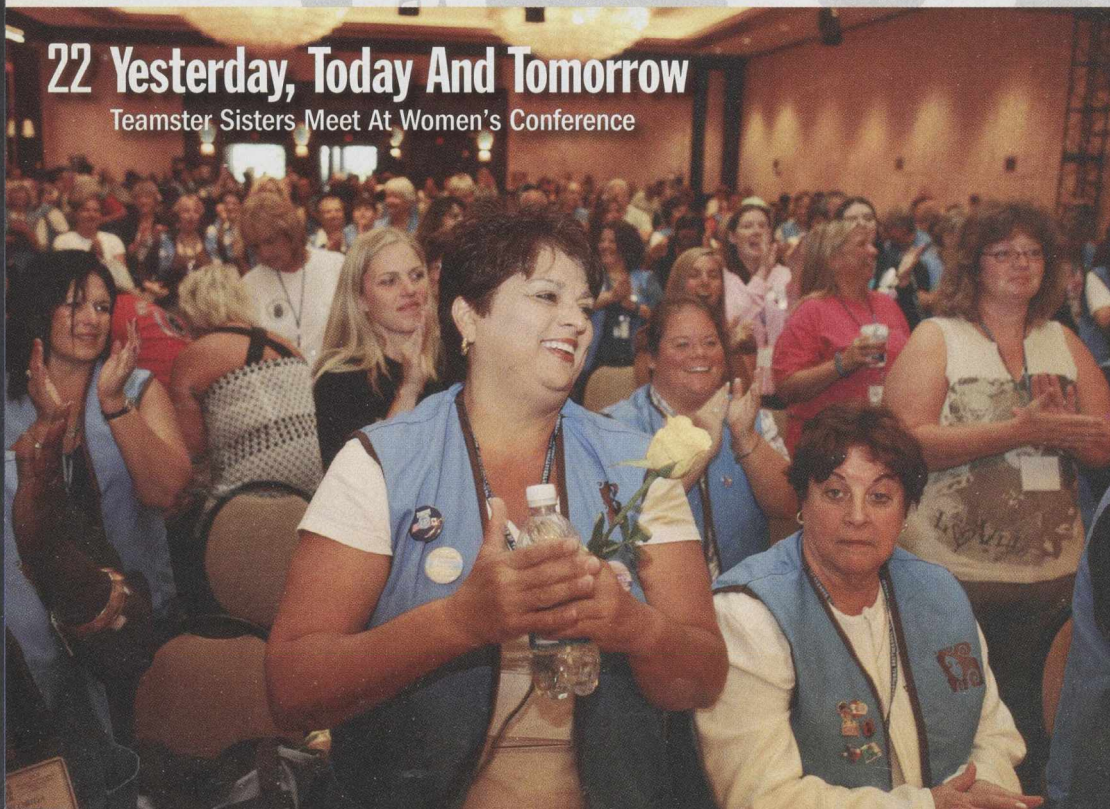
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TEAMSTER

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A MESSAGE FROM THE GENERAL PRESIDENT

Mexican Trucks Bring Danger

The Teamsters Union continues to fight the Bush administration's illegal and reckless program to allow trucks from Mexico to travel wherever they want on U.S. highways.

Working men and women along with their representatives in Congress overwhelmingly oppose this ill-advised plan. Congress passed a bill requiring Mexican trucks to meet U.S. safety standards. That bill became law in May. Though those safety standards have not been met, the Bush administration planned to secretly open the border to trucks from Mexico just before Labor Day—a slap in the face to the American worker.

Along with the Sierra Club and Public Citizen, we're fighting the president's plan in the federal courts system. We succeeded in convincing the House and the Senate to halt funding for the program for a year as part of a transportation spending bill. As of mid-October, a handful of Mexican trucking companies were allowed to travel beyond the narrow border zone. They will stop once the president signs the transportation spending bill into law.

Glaring Safety Issues

Meanwhile, Teamsters will keep up our fight in the 9th Circuit Court of Appeals in San Francisco.

The Department of Transportation's own inspector general bolstered our arguments with a report in August that highlighted glaring safety issues concerning the state of trucking in Mexico. Drug testing is questionable, with no certified drug testing facilities in the entire country. Due to lax wage and hour laws, drivers can be forced to make lengthy deliveries. Records of Mexican truckers' traffic convictions are poor, so citations may or may not be available to U.S. police. Checks of the validity of Mexican commercial drivers' licenses against Mexico's database result in a failure rate of nearly 20 percent—that's one in five licenses that are invalid or simply not listed. Despite promises otherwise, U.S. inspectors won't be able to inspect trucks each time they cross the border.

Bait and Switch

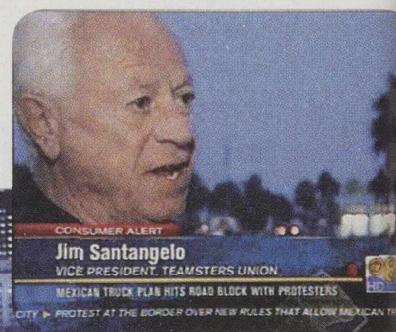
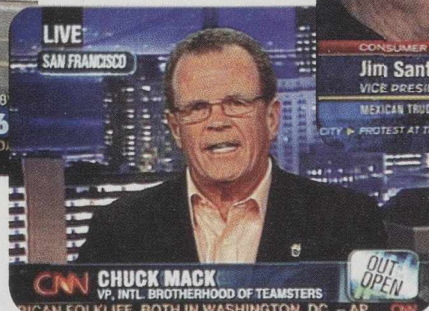
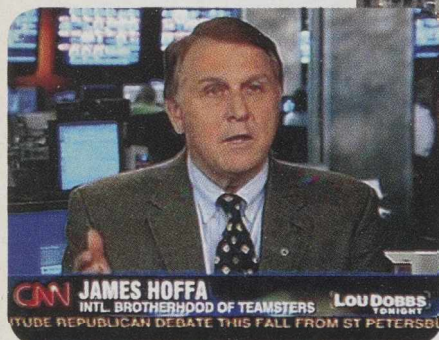
While these serious problems persist, what's most disingenuous about Bush's plan is that it begins with a bait-and-switch that ensures that only the best Mexican

carriers enter our country. We are arguing that the Bush administration cannot cherry-pick the safest trucks in Mexico, let them drive all over the U.S. for a year and then claim that all Mexican trucks are fit to drive. Dangerous trucks should not be driving all the way from Mexico to Maine and Minnesota. The American people understand that, Congress understands that and the Teamsters understand that. What is it about safety and national security that the Bush administration doesn't understand?

Don't be mistaken, this is not an issue with Mexican drivers. Rather, this is about the Mexican government failing to enforce safety requirements, Mexican trucking companies exploiting drivers and the Bush administration's willingness to overlook these transgressions.

James P. Hoffa





Teamster Power Blocks Mexican Trucks

Hoffa Vows to Continue the Fight

What would have been a stinging insult to American workers ended up as a major Teamster victory. In August, when much of the government was on vacation, the Bush administration laid secret plans to open the southern border to trucks from Mexico.

They didn't bargain on Teamster power getting in the way.

Teamsters went to court, blitzed the news media and flooded Congress with calls and e-mails opposing the dangerous and reckless program. In the end, Congress voted to forbid the Bush administration from spending money to allow trucks

from Mexico on our highways.

The battle began when Teamster lawyers learned that the Bush administration planned to open the borders to trucks from Mexico on Labor Day weekend. It was part of a pilot program that didn't meet the legal conditions set by Congress.

Teamsters General President Jim Hoffa called it "a slap in the face to the American worker."

The Teamsters went to federal court in San Francisco and asked for an emergency order to stop the trucks. Hoffa led the charge against the cross-border trucking program on

talk radio, television, the Internet and in newspapers.

Teamsters Step Up

Teamsters Vice President Ken Wood joined key members of Congress who oppose the program in a news conference on Capitol Hill. Teamsters Vice Presidents Jim Santangelo and Randy Cammack led a rally at the Otay Mesa border crossing with members from Locals 63, 683, 952 and Joint Council 42. Vice Presidents Chuck Mack, Tyson Johnson and Fred Potter also responded to the many requests for broadcast interviews.

Local 657, led by Frank Per-

kins, held another rally at the Laredo, Texas border crossing. Members of locals throughout the Southwest and California pitched in with other media interviews.

The 9th Circuit Court of Appeals didn't grant the Teamster request for an injunction to halt the trucks. The lawsuit is still alive, however, and the court could rule to end the program. In the meantime, Congress voted to put a stop to it in this year's transportation spending bill.

On September 11, the Senate voted 75-23 on an amendment to block funding for the pilot program. The amendment mirrored the language in the House-passed bill. The ban becomes effective when the spending bill becomes law.

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In The House

Missouri Teamsters Get Political

When Jancey Shelledy, a 20-year member of Local 688 in St. Louis and a driver for UPS, testifies, she is poised and passionate on the issues that are important to her.

"I testify because I feel so strong about these issues," Shelledy said. "I let the committee know from my heart why I feel certain legislation will not work for labor—or for working people period."

Shelledy and her fellow Teamsters from across the state of Missouri take time out of their busy lives each week to keep the interests of working Americans on the political agenda.

Teamsters Mobilize

Jim Kabell, President of the Missouri-Kansas-Nebraska Conference of Teamsters and Secretary-Treasurer of Local 245 in Springfield, developed the lobbying and political action program. More than a decade ago, it started as a lobbying day where members and

local officers converged on the capitol once a year. As the anti-worker bills being introduced in the legislative sessions steadily increased, Kabell mobilized all of Missouri's 14 locals to increase their presence.

Each local commits to participate one week each month. Through this teamwork, dozens of Teamsters are present every day of the session. Everyone from rank-and-file members to local officers come to the state capital to talk to politicians, testify and attend committee hearings. They work to hold politicians from both parties accountable to working Americans.

"We've built alliances, held off right-to-work laws and protected the prevailing wage," Kabell said. "We've been able to do this because Teamster members are at the capitol week after week."

Powerful Presence

Teamster members have been particularly successful in fight-

In Memoriam

Teamsters Mourn Passing of Organizer Dan Dengel

The Teamsters Union is saddened by the loss of Organizer Dan Dengel, who recently passed away, a victim of an apparent heart attack. Dengel was widely viewed as a steadfast and hardworking trade unionist that was universally respected by those he worked with and organized.

Dengel, a native of Canada, began his career with the Teamsters Union as a member of Local 337 in Detroit in 1986, transferring to Local 299 the same year when he took a job as a trade show worker at Cobo Hall.

A natural leader, Dengel was hired by Joint Council 43 as a full-time organizer in 1998. In 2002, Dengel also began working for the Teamsters Port Division, coordinating outreach to port drivers in Chicago, Detroit and Ohio.

"He was the type of guy that would give you the shirt off his back," said Larry Brennan, President of Detroit's Joint Council 43. "He had the ability to talk to anyone and did very well as an organizer for us."

As successful as he was as a union representative, Dengel was perhaps even more admired as a family man. In 2001, Dengel married Barbara Jo Crancer, granddaughter of James R. Hoffa and niece of James P. Hoffa, at the International Convention. Barbara Jo gave birth to their son Bobby in 2002.

"I had never seen Barbara Jo happier than when she got married to Danny and when they had Bobby," Hoffa said. "Danny was a loving and caring husband and parent and I was proud to welcome him into our family. He will be missed."



ing the so-called right-to-work legislation that was introduced three years ago. They have kept the legislation from getting to the House floor for debate and have had several key Republicans commit to voting against the legislation should it ever come up for a vote.

"We are a powerful presence," said Mario Rojas, a 28-year member of Local 41 in Kansas City who travels to the capitol several times a month.

Rojas and his fellow member-lobbyists can rely on Teamsters to engage in the political process. When the so-

called right-to-work legislation was first introduced, thousands of Teamsters signed cards asking their representatives to oppose it. The following year, when the legislation was reintroduced, the member-lobbyists provided their fellow Teamsters with the e-mail addresses of state representatives and urged them to ask these politicians to take a stand for worker rights. The response was so overwhelming it temporarily crashed the capitol's e-mail server.

"I think it was awesome just to have so many people step up to the plate and get involved in politics," Shelledy said.



Happily EFCA After

New Hampshire Passes Card-Check Bill

Public employees in New Hampshire now have the right to form a union when a majority of workers sign authorization cards. Thanks to help from the Teamsters Union, a bill similar to the Employee Free Choice Act (EFCA) passed this year.

"The Teamsters played a leading role in getting this passed," said Dave Laughton, Secretary-Treasurer of New England's Joint Council 10 and Manchester, New Hampshire's Local 633. "With all the DRIVE money and support we gave in getting good people elected, we figured it was time to ask for their support."

"What the bill means is that if you work in the public sector, whether you're a city employee or work for the state

and you're nonunion, if you get 51 percent or more to sign a union authorization card, you're automatically in a union and go directly to negotiations rather than go through the process of an election," said Dennis Kaza, political coordinator for Local 633.

The state shifted from voting predominantly Republican to Democrat in the last few years. Democrats now hold both houses of the legislature for the first time since 1911.

Uphill Battle

The push for this bill, Senate Bill 216, started in 2006 when Tom Curtin, a Field Representative for the Teamsters Department of Field Action, was elected as a delegate to the New Hampshire Democratic



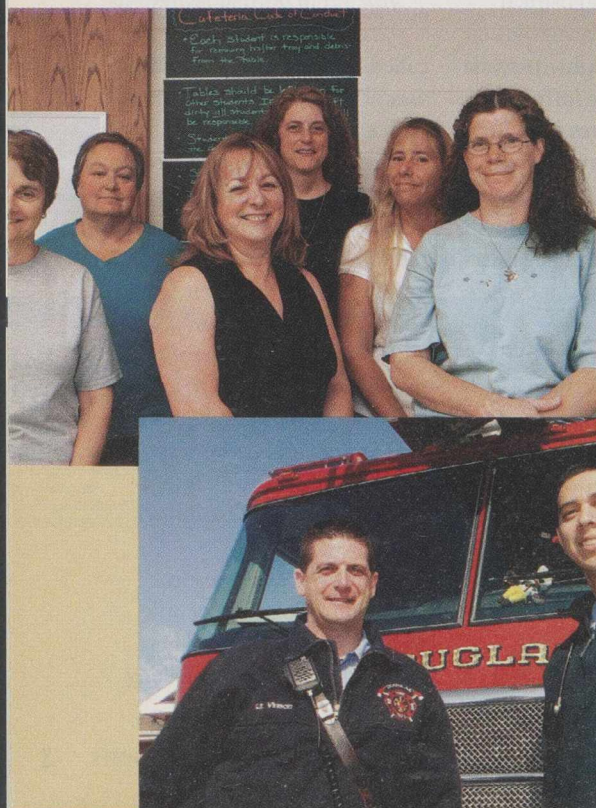
Party Convention. As a delegate, he had the ability to submit amendments to the party platform.

"Being a third generation Teamster and a member for 27 years, I wanted to submit an amendment that would translate into real Democratic Party support for our union," Curtin said. "I reviewed the platforms from every other state to see what they had done to support unions. None included the principles of EFCA, so I wrote the amendment, which called for Democratic Party support

for the principles of EFCA."

In January 2007, a bill was introduced in the New Hampshire Legislature which called for card-check recognition. While Curtin coordinated the lobbying of party leaders, Laughton met with New Hampshire Gov. John Lynch and urged him to sign it into law, which went into effect on September 17.

"We're already getting organizing victories out of this. I think this bill speaks volumes about DRIVE and the Teamsters Union," Laughton said.



Douglas: A True Teamster Town

From Firefighters to Tax Assessors, Town Workers Choose Teamsters

Lieutenants Kent Vinson and Pauline Labrecque, full-time firefighters for the town of Douglas, Massachusetts, had always felt they could benefit from union representation.

Vinson and Labrecque had a variety of issues they wanted addressed, from establishing consistent work rules and getting compensated for overtime, to job security and securing a grievance procedure. Vinson approached the International Association of Fire Fighters, (IAFF) the union he

believed would be the natural fit.

"Their web site claimed they were an organization 'by firefighters, for firefighters,' so I thought it was a slap in the face when said we were too small and they wouldn't represent us," Vinson said.

Representing the Little Guy
Disappointed but not discouraged, Vinson and Labrecque started to explore other options, looking for a union that would represent them regardless of their size. Vinson approached Lieutenant Steve

Lehigh Press Employees Vote For GCC

Harry Potter Books are Teamster-Made

A majority of press and production workers at Lehigh Press, a commercial printer in Pennsauken, New Jersey, recently voted for union representation by the Graphic Communications Conference (GCC) of the Teamsters Union. The press operators, pre-press workers, lithographers, shipping and receiving workers, maintenance workers and factory clerical workers will now be represented by GCC Local 14-M.

"We wanted better pay and benefits," said Steve Giovanetti, an employee in the finishing department. Giovanetti has worked for Lehigh Press for the past 20 years and has seen a lot of changes. "They have brought in temporary workers to do jobs that used to be full-time positions. Management

is even refusing to follow their own handbook."

"Voting for the union was something that had to be done," said Bryan Gorham, a Lehigh Press employee. "In our first contract we need to work toward improved wages, benefits and having a standard policy book. I've been here 21 years and we have never been given a policy book."

Local union representatives and members of the negotiating committee have already begun meeting with the company on their first contract.

Covers and Pages

In addition to covers for high school and college textbooks, Lehigh Press also prints covers for consumer books. Most recently they worked on the newest Harry Potter book,

"Harry Potter and the Deathly Hallows."

"By organizing this unit, now the GCC/Teamsters represent all of the employees who put together the Harry Potter books," said Kurt Freeman, President of GCC Local 14-M. "Our sisters and brothers at the Quebecor plant in Versailles, Kentucky print the pages, and we, since it's this plant's specialty, print the covers. During the printing of the latest issue the covers and pages had to be strictly counted and locked up to keep the

book's plot from coming out."

"I am proud that the dedicated employees who print and bind the Harry Potter books are Teamsters," said George Tedeschi, President of the GCC and Teamsters International Vice President. "It was terrific to see the news reports in July about how the books were flying off the shelves of bookstores across the country. The Harry Potter books are another quality Teamster-made product you can find in many homes today."



Furno, a firefighter in Millville, Massachusetts, when he found out Furno's group was represented by Teamsters Local 170 in Worcester, Massachusetts.

"At first I was worried that the Teamsters might not have the expertise to address the specific needs of firefighters, but Furno had nothing but good things to say about Local 170 and business agent Jim Fiore," Vinson said.

Local 170 also represents the police officers in Millville, and Vinson received positive feedback from the town's former chief of police about his experience with the union. A conversation with a UPS driver clinched it for Vinson and he approached Local 170.

"We were happy to help them out," Fiore said. "We don't refuse any workers who want to be represented. Once we had them signed up we negotiated a strong contract that took effect in July 2007 and addressed all their issues. I didn't realize what representing these two firefighters would lead to."

Reaching Out

Shortly after Vinson and Labrecque joined the Teamsters, Fiore was approached by representatives from the cafeteria workers from the town's school system. They had heard about the firefighters and had also been seeking union representation.

"We've always wanted a

union here," said Carol Meyers, one of the self-proclaimed 'Lunch Queens' in the Douglas school system. "When we saw that the Teamsters organized the firefighters we wanted to see what they could do for us."

Shortly after, Local 170 not only had 15 new 'Lunch Queens' as members but also a dozen custodians in the school system who wanted to join the union. Both units negotiated contracts with the town that took effect on July 1, 2007, and secured protections and advantages that they never had as nonunion workers.

Local 170 is currently negotiating a first contract for an additional 36 Douglas town employ-

ees that includes six department heads, office personnel, and the town's accountant and tax assessor. In all, the local will serve as the union representative for 66 workers for the town of Douglas.

"When the workers first reached out to business agents Jim Peters and Jim Fiore, it was really inspiring to be able to sit down and figure out how to resolve their problems in the workplace by forming a union," said Mike Hogan, Secretary-Treasurer for Local 170. "It was amazing to see how quickly the union spread through town when the workers saw that the Teamsters could help them get what they deserve."

Scholarship Winners

James R. Hoffa Memorial Scholarship Awards \$379,000

Thanks to the James R. Hoffa Memorial Scholarship Fund, 100 children and/or grandchildren of Teamsters have less of a financial burden when it comes to college.

"This scholarship was only established eight years ago, and it has been a wonderful

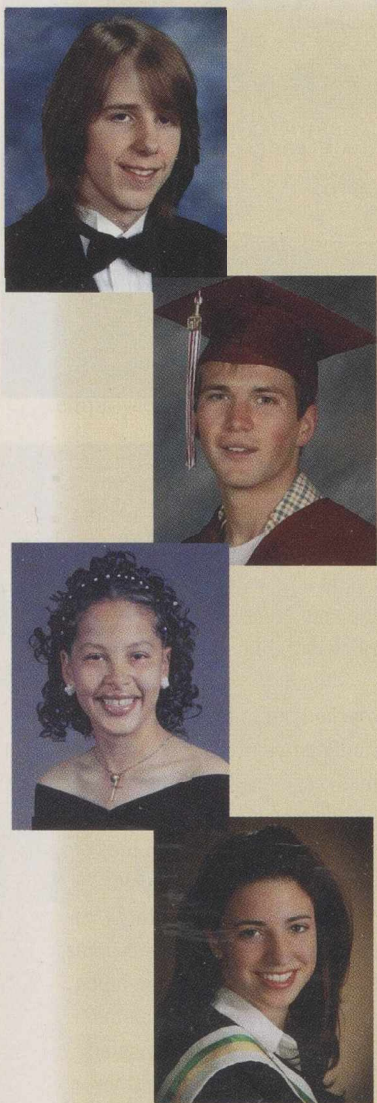
success," said Cheryl Johnson, President of the James R. Hoffa Memorial Scholarship Fund.

Applicants compete in one of the five geographic regions where the Teamster parent's local union is located for the 100 scholarships given annually. Thirty-one of the awards total \$10,000 each. These four-

year scholarships are disbursed at the rate of \$2,500 per year and are renewable annually. Sixty-nine of the awards are one-time grants of \$1,000. The scholarships are disbursed to the college or university at the beginning of the recipient's freshman year.

Funding for the scholarship program comes from the James R. Hoffa Memorial Scholarship Golf Tournament, donations and the sale of merchandise like scale model

trucks. Information on how to support the scholarship can be found on the Internet at www.teamster.org. Applications for scholarships can be obtained by contacting your local union or on the Teamsters web site. An impartial committee of university admissions and financial aid directors choose recipients based on academic achievement, SAT/ACT scores, and the students overall list of activities, distinctions and merit.



Below is a list of this year's four-year, \$10,000 scholarship winners:

Central Region

Gabrielle Gee, Local 710
Kaitlin Hettinger, Local 114
Angela Hoynacki, Local 600
Lacey Majors, Local 20
Lucas Moench, Local 344
Jessica Phelps, Local 400
Mary Jean Sedlock, Local 371
Kara Strass, Local 414

Teamsters Canada

Erica Barbazza, Local 938
Michael Cuvillo, Local 879
Amanda Paterson, Local 362
Vincent Quach, Local 213
Rachel Toppin, Local 31

Eastern Region

Patrick Bauer, Local 550
Michael Bledsoe, BLET Division 190
Amanda Guzman, Local 237
Jennifer Kurdyla, Local 1100
Michael Lyons, Local 175
Daniel O'Sullivan, Local 111
Julie Santosuosso, Local 25

Southern Region

Brynn Carlile, Local 745
Colton Kvapil, Local 745
Sabastien Millette, Local 769
Amanda Narvaez, Local 657
H. Parker White, Local 612

Western Region

Seth Barnes, Local 2
James Borgese, Local 952
Marisela Chavez, Local 665
Jennifer Cherone, Local 952

David Livingston, Local 760
Nathaniel Miller, Local 399

Below is a list of this year's one-time, \$1,000 scholarship winners:

Central Region

David Carlson, Local 320
Kimberly Cook, GCC Local 17-M
Allie Grither, Local 600
Zoe Hayes, Local 135
Renee Hettinger, Local 638
Cassandra Ingles, Local 284
Jessica Ladig, Local 320
Laurey Lehman, Local 833
Daniel Mizell, Local 299
Jamon Opgenorth, Local 75
Lisa Pitcairn, Local 436
Jocelyn Ritger, Local 200
Rachel Shehane, Local 705
Courtney Shilling, Local 436
Toni Skalican, Local 135
Kenneth Spicer, Local 339
Shannon Sullivan, Local 40
Lauren Whitehurst, Local 1224

Teamsters Canada

James Annable, Local 464
Xiang Jun Dong, Local 213
Elliot Hawkes, Local 362
Dale Lemieux, Local 419
Matthew Lemieux, Local 419
Taylor McLinden, Local 879
Kristina Mikkelsen, Local 213
Gursharn Parmar, TCRC Local 208
Marisa Seguin, Local 213
Melissa Thomson, Local 31
Christina Wong, Local 213

Eastern Region

Garrett Burger, Local 294
Matthew Byrne, Local 170

Corey Cheever, Local 25
Abby Cohen, Local 237
Jonathan Grubic, Local 249
Matthew Henderson, Local 341
Ashley Hibbard, Local 340
Joseph Hruby, Local 707
Jake Hruby, Local 707
Katelyn Hruby, Local 707
Taylor LiCausi, Local 804
Alysa McNearney, Local 205
Matthew Santoro, Local 804
Courtney Souza, Local 251
Edward Sundquist, Local 397

Southern Region

John Abendroth, Local 177
Amber Boring, Local 519
Laura Browning, Local 385
David Horrell, Local 19
Kaitlyn Meadows, Local 480
Spencer Parra, Local 745
Stephanie Ramirez, Local 657
Sean Sanders, Local 728
Talia Service, Local 769
Jared Sexton, Local 767

Western Region

Lauren Anderson, Local 399
Levi Blakeslee, Local 17
Jillian Carli, Local 601
Samantha Carli, Local 601
Devon Chandler-Brown, Local 763
Kelsey Cline, Local 38
David (Tony) Green, Local 631
Carissa Harding, Local 305
Carli Ing, GCC Local 501-M
Kaitlyn Seberger, Local 986
Hong An Truong, Local 439
Jessica Vergati, Local 78
Kevin Wilcox, Local 492

Extreme Makeover

Teamster Leads Volunteer Effort to Rebuild the Home of a Fallen Marine's Mom

Mike Yaeger has always answered the call to duty. As a younger man, he was decorated for his service in Vietnam. He became active in his union, climbing the ranks from Teamster organizer to President of Local 786 in Chicago. While he was helping workers, he also volunteered his time to helping other veterans, including his latest role as the Illinois liaison for the Helmets to Hardhats program.

"You know, when a soldier raises his arm and swears an allegiance to his country that commitment doesn't end when you get out of the military," Yaeger said.

So when Illinois Lt. Gov. Pat Quinn asked him to help the

mother of a fallen Marine, he didn't think twice about what he had to do. Quinn, a former member of Local 786, met Lori Fraher at the memorial service for her son, Lance Cpl. Ray Holzhauer. Holzhauer was killed in March while serving in Iraq.

Quinn asked Fraher if there was anything he could do in her time of need. Fraher said she had been seeking assistance because the roof on her 100-year-old Dwight, Illinois farmhouse was falling in around her.

Overwhelming Support

After inspecting the property it was obvious Fraher needed more than a



new roof. The entire structure would need to be torn down and rebuilt. But that didn't deter Yaeger.

Tom White, President of Local 179 and the Will and Grundy Counties Building Trades Council, is helping coordinate the local crafts on the project, and Helmets to Hardhats, a nonprofit program that trains and places veterans in union building-trades jobs, will use it to help train apprentices.

Fraher said she was "over-

whelmed" at everything the Illinois Teamsters and other unions have offered.

"I am very grateful that they are willing to take on this project," she said.

"I am very much looking forward to meeting the vet-

erans that have been selected as apprentices for this program. It is my hope that I will be able to



help them as much as they are going to help me, while at the same time memorializing my son."

Yaeger estimates the extreme home makeover will take about three months to complete.

Concrete Gains

Local 631, International Union Partner for Power

Local 631 in Las Vegas has reached out to the International Union to take member involvement to new levels, resulting in the largest contract gains in the redi-mix industry in 15 years and unprecedented

organizing momentum.

In Las Vegas, 50 percent of the redi-mix industry is represented by the Teamsters. In August 2006, Local 631 Secretary-Treasurer Wayne King knew that laying the

groundwork for organizing in the redi-mix industry was key to the success of upcoming contract negotiations.

King contacted the International Union's Organizing Department for help and a partnership between Local 631 and the International was developed.

"The plan was to accomplish two goals—reclaiming a majority in the industry and mobilizing our members for upcoming negotiations," King said.

Unique Industry

Targets were prioritized and the plan was set into motion. The redi-mix industry is unique because of the high level of Teamster to nonunion worker contact. A series of workshops were conducted at Local 631 to establish a volunteer-organizer program and to get Teamsters to understand the importance of discussing union issues with the non-union workers. Classes started

in September 2006 with about 40 members.

Over time the partnership grew and participation flourished. By the end of April 2007, more than 170 members from Rinker Materials and 130 from Nevada Ready Mix had attended the workshops.

"Teamsters were actively speaking to nonunion workers about the benefits of being covered by a labor agreement, which helped move our organizing campaign along faster," King said.

After the negotiations concluded earlier this year, the Las Vegas-area Teamsters won the largest gains in the industry in 15 years, such as a full maintenance of benefits clause for health and welfare, a newly created vacation fund with 50 cents per hour going into it, and paid holidays. In addition, Local 631's organizing campaign at a company with more than 300 employees is in full swing.

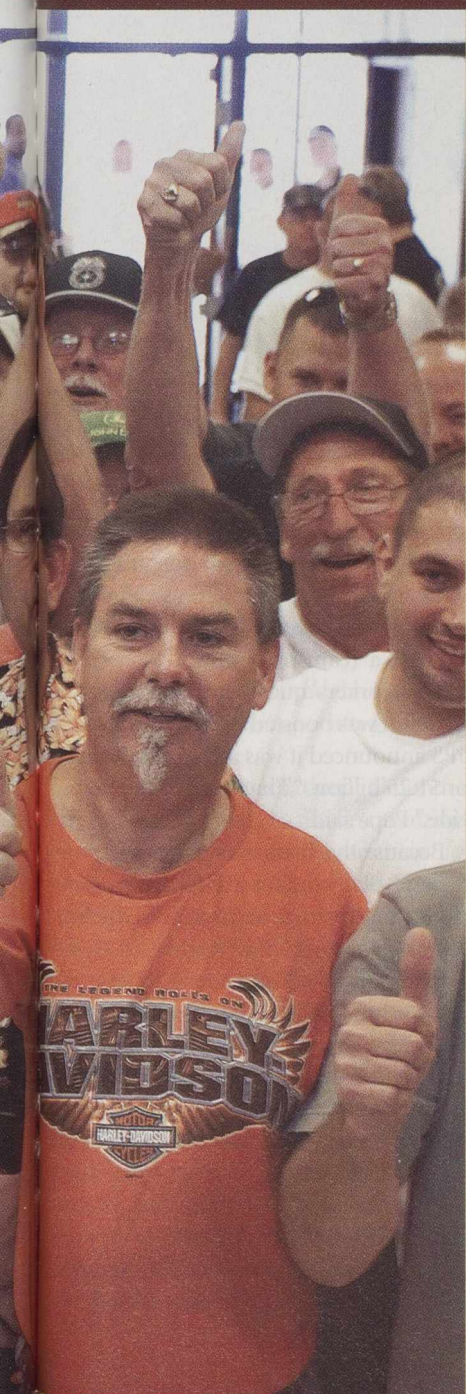


Half-Century S



Struggle Ends

TEAMSTERS AT UPS FREIGHT IN INDIANAPOLIS MAKE HISTORY



David Osborn, a city driver at UPS Freight in Indianapolis, let out a long sigh while trying to sum up his feelings about winning his first Teamster contract, reflecting on the long, difficult struggle he has fought for 15 years.

"It's a big relief," the 21-year employee said with a beaming smile. "We've reached the goal of getting a Teamster contract. We've wanted it for so long and worked so hard to get it."

"I feel so proud to be a Teamster," said Osborn, who was one of three rank-and-file members who helped negotiate the contract. "We've worked beside so many Teamsters over the years, and now we are Teamsters."

In early October, Osborn and his coworkers at UPS Freight (formerly Overnite Transportation) in Indianapolis overwhelmingly ratified their first contract ever, by a 107-1 vote. While Osborn has fought for 15 years, other Teamsters began the struggle to win a union contract more than 50 years ago.

The agreement will substantially improve wages, benefits and working conditions for the members in Indianapolis. The agreement also includes a strong grievance procedure so that workers can challenge unfair decisions by management. It will hopefully set standards that can be negotiated for thousands of other UPS Freight employees nationwide who currently do not have the benefit of a Teamsters contract.

Promise Fulfilled

"For more than 50 years, workers at UPS Freight's predecessor, Overnite, fought to win a Teamster contract," Teamsters General President Jim Hoffa said. "The union fulfilled its promise that we would not quit until workers achieved economic justice. Now we will help thousands of other UPS Freight employees win the same protections and guarantees on the job that the Indianapolis workers have. After UPS Freight workers join the Teamster family, we will focus our future organizing efforts at FedEx Freight."

The Teamsters and UPS Freight reached a tentative agreement on September 30. The contract covers 125 dockworkers and drivers who belong to Local 135 in Indianapolis.

"This is a historic day," Ken Hall, Director of the Teamsters Parcel and Small Package Division, said after workers ratified the five-year, 10-month contract. "Thousands of Overnite workers fought so hard for this day to happen. We won't stop until all UPS Freight workers have the secure future that they deserve by working under a Teamster contract."

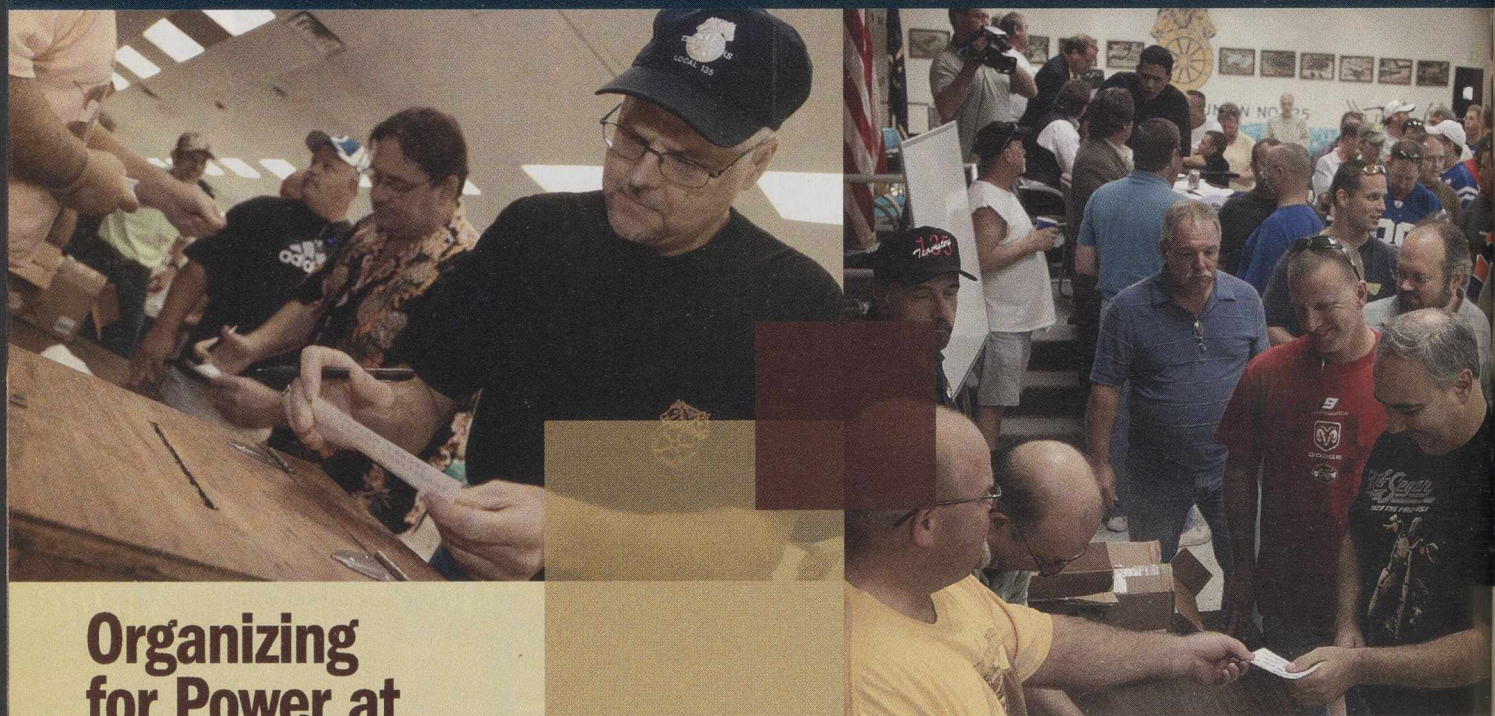
Overnite Timeline

1935 J. Harwood Cochrane starts Overnite Transportation in Richmond, Virginia.

1945 Post-World War II boom for Overnite as nation's appetite for consumer goods increases. In 1948, the company posts a \$100,000 profit.

1963 Overnite's stock begins trading on the New York Stock Exchange, becoming one of only four trucking companies whose stock was traded on Wall Street.

1974 Overnite's operating revenue passed the \$100 million mark and the company posted a net income of \$8.3 million.



Organizing for Power at UPS Freight

The International Union's Organizing Department, working closely with the Parcel and Small Package Division and the Freight Division, will launch an organizing campaign at UPS Freight terminals across the country.

The union has secured a card-check agreement with UPS Freight that will take effect once the National UPS Master Agreement is ratified, which will aid in the organizing efforts. Under such agreements, employees sign authorization cards only, thus avoiding the typical election process during which time workers often feel threatened by the employer to not join the union.

"The nearly 15,000 UPS Freight workers at the other terminals do the same work as the Indianapolis workers, so they too deserve the guarantees and protections that only a Teamster contract provides," said Jeff Farmer, Director of the Organizing Department. "We will work hard to help UPS Freight workers across the country form a union with the Teamsters and gain the strong voice they deserve."

"Freight is the backbone of this union, and we have faced many challenges in recent years. UPS Freight will be the first major freight company that the union has organized in decades," said Tyson Johnson, Director of the Teamsters National Freight Division. "This long struggle is finally ending for the UPS Freight workers, and workers at other terminals have the momentum to organize in the coming months."

Strike at Overnite

The decades-long fight reached a peak from October 1999 until October 2002, when Overnite workers represented by the Teamsters led an unfair labor practices strike against the company, owned at the time by Union Pacific railroad.

Anthony Pope, a dockworker at the terminal in Memphis who went out on strike in 1999, said it was a difficult period.

"We suffered for so long over the years, but now I can't find the words to express my joy," Pope said. "I've never seen people

here so excited. Everybody is asking when we will get a chance to join the union. I look forward to coming to work now because I know we will be Teamsters soon and have a Teamster contract."

The workers' quest for union representation was boosted in May 2005, when UPS announced it was acquiring Overnite for \$1.25 billion. "That opened the door wide," Pope said.

Because the Teamsters represent more than 238,000 workers at UPS, the union had instant leverage at Overnite, which UPS soon named UPS Freight.

In 2006, at the Teamsters' 27th annual Convention, union leaders announced they had won a card-check agreement at one location. A short time later, the union announced that its campaign would kick off in Indianapolis, under the jurisdiction of Local 135.

One Company, One Union

The union launched its "One Company, One Union" campaign to raise awareness

1986 Union Pacific Corporation purchases Overnite for \$1.2 billion.

1989 Cochrane retires as Overnite chairman.

1994 Operating revenues pass the \$1 billion mark.

1999-2002 Teamsters lead an unfair labor practices strike against the company.

2003 Union Pacific spins off Overnite, which became a stand-alone, publicly traded company once again.



nationwide, and Teamsters at UPS and in the freight industry stepped up to the plate, talking to UPS Freight drivers across the country about the benefits of union membership.

Now, the 125 drivers and dockworkers in Indianapolis are stronger after ratifying an excellent contract.

"We thank the International Union for selecting Indianapolis as the first terminal to be organized, and we are extremely proud of our new members," said Brian Buhle, Secretary-Treasurer of Local 135. "We think the International made the right choice, as reflected in the 107 to 1 vote. We look forward to providing the new members with the strongest representation possible."

The Indianapolis contract contains many huge gains, including an improved health care plan with lower costs. Plus, workers get a guarantee that there will be no increases in what they pay toward their health plan through the term of the contract.

"They've locked in our health care benefits for the duration of the contract," said city driver John Foster, a UPS Freight/Overnite employee for 14 years. "Nonunion workers face health-care cost increases of 7 or 8 percent a year, or higher, but we will have stable costs."

Teamster Power

Foster said he is very happy to have the power of the Teamsters backing him and his coworkers up.

"We have more power behind us, which will give the company more reasons to follow the rules," Foster said. "We, as Teamsters, will make sure the company follows the contract."

Foster said the fight over the past 14 years to win a Teamster contract has been tough, but the pay off is sweet.

"This validates everything we fought for over the years," he said.

"We'll get a lot more respect now as Teamsters," said Scott Hylton, a city driver

and 24-year employee. "This contract improves our work rules and will prevent us from being shorted on overtime, which has happened in recent years. In the past, I've worked 60 hours a week for straight pay. Now we'll get overtime and that makes a big difference. That could add thousands of dollars to our paychecks each year."

Merle Strong, a city driver since 1994, said the contract provides for a more secure retirement. For example, the contract reduces the cost of retiree health insurance for most retirees and freezes the rates for the term of the contract. It also locks in workers' current pension benefits while allowing them to participate in the Teamsters national 401(k) plan.

"The retirement package is much better," Strong said. "That's really, really important for all of us looking down the road."

2005 UPS buys Overnite for \$1.25 billion, changing Overnite's name to UPS Freight (name change becomes official May 1, 2006).

2006 Teamsters launch member mobilization and education drive as part of its goal to organize UPS Freight.

August 9, 2006 UPS Freight workers in Indianapolis become Teamsters after an arbitrator confirmed that a majority of

workers signed union authorization cards seeking representation by Local 135.

September 30, 2007 Teamsters reach a tentative agreement with UPS Freight covering the 125 workers in Indianapolis.



Long Overdue

Strong said winning a solid Teamster contract has been a long struggle, but he agreed that the end result made it all worth the fight.

"I'm a former Teamster—I had 10 years in with the Teamsters before coming to Overnite," he said. "I've been trying to convince my coworkers about the benefits of joining the union during the strike and since then. This victory was long overdue."

Jeff Tielking, a city driver who has worked at Overnite since 1984, said the overtime issue is critical for him.

"We are finally going to start getting paid overtime after working eight hours a day or 40 hours a week," he said. "This has been a long struggle, since long before the 1999 strike began."

Tielking said it's great to finally be

working under a Teamster contract.

"I'm glad to see it's over with," he said. "It's like a weight off my shoulders, off all the employees' shoulders. We now know that we have work rules to go by, that the company is not going to play favorites. The rules are going to be the same for everybody. We also have won a grievance procedure to challenge unfair management decisions."

City driver Gerry Pero, an employee since 1984, said his main issues were seniority rights, overtime and maintaining a secure retirement. The contract also provides for a four-hour guarantee for casual workers, and minimum daily and weekly guarantees for most full-time employees holding bid jobs.

"This is extremely important, especially for guys on the lower end of the seniority list," Pero said. "The company would tell dockworkers, 'well OK, you're not going to start on your start time. We don't need you for another hour, so you sit here and wait.' And they may only work two hours, three

hours because the freight volume is so slow. At least now, under the new contract, they're guaranteed four hours or eight hours, and the bottom guys on the seniority pool will get their guarantees."

Jesse Nicholson, a road driver and 20-year employee, said getting control of health-care costs was a monumental gain. Nicholson also sat on the negotiating committee.

"Health care is very important. We negotiated very heavily to get that locked in because that's always been an issue with the company," Nicholson said. "Every year when we got a raise our health care costs would go up too. It was a very big issue. So it was a major, major thing."

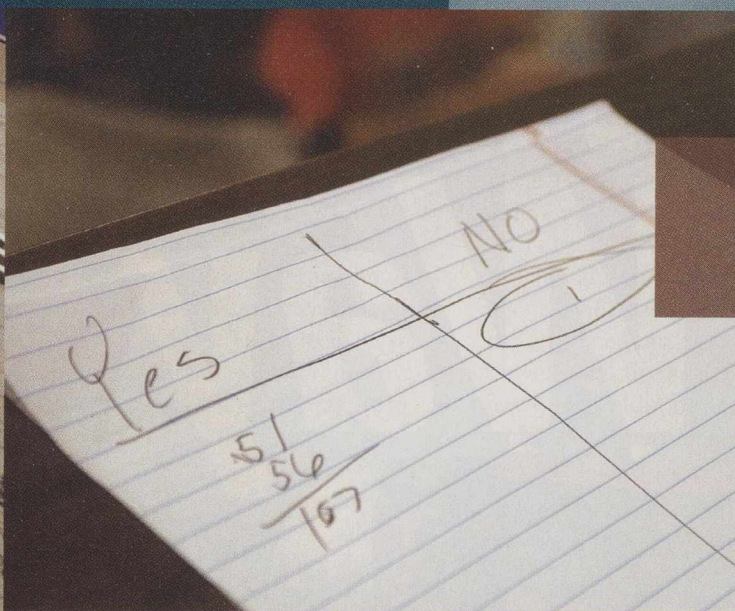
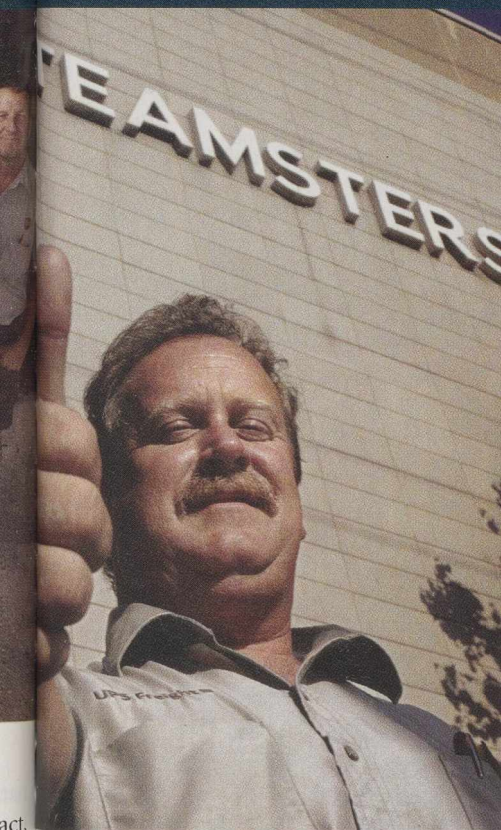
Strong Leverage

The contract's duration is five years and 10 months, to give it the same expiration date as the National Master UPS Contract.

"Leverage is very important," Nicholson said. "We now have the leverage of more than 230,000 UPS Teamsters, which

October 7, 2007

By a vote of 107-1, Local 135 workers ratify the first-ever contract at Overnite/UPS Freight, capping a half-century struggle by workers to work under a Teamster contract.



will help us negotiate stronger contracts in the future. We have the power of numbers working for us. We're not just 125 workers in Indianapolis."

As for finally winning a Teamster contract, Nicholson said it feels fantastic.

"It feels like a big rock has been lifted off me," he said of the long struggle. "Being a Teamster means protections and support and belonging to an organization that will fight for you."

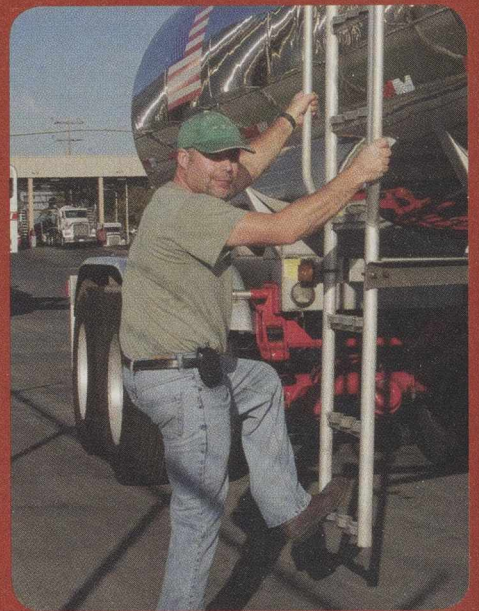
Neal Hylton, a 21-year employee and hostler who also was on the negotiating committee, agreed.

"I've been fighting for 15 years to be a Teamster and to have a Teamster contract," Hylton said. "We now have our rights on the job in writing. It's a more secure feeling. I urge my coworkers at other terminals to join us. All UPS Freight workers deserve what we have achieved here in Indianapolis."

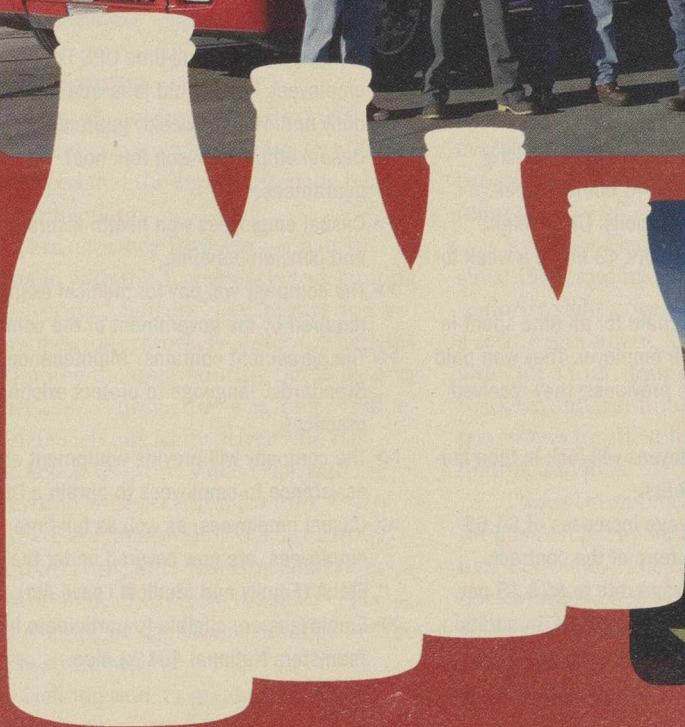
Indianapolis UPS Freight Agreement Highlights

- >> UPS Freight employees won an improved health care plan with lower costs. Additionally they get a guarantee that there will be no increases in what they pay toward their plan during the term of the contract.
- >> The agreement reduces the cost of retiree health insurance for most retirees and freezes the rates for the term of the contract (five years, 10 months).
- >> Employees won overtime after working eight hours a day or 40 hours a week. Previously in Indianapolis, UPS Freight employees had to work 43 hours a week to get overtime pay.
- >> Employees will be paid for all time spent in the service of their employer. They won paid delay time, where previously they received none.
- >> UPS Freight employees will lock in their current pension benefits.
- >> Employees won wage increases of \$4.65 per hour over the term of the contract, bringing the top wage rate to \$26.15 per hour by the end of the contract. In addition, Indianapolis UPS Freight employees won a lump sum payment of 50 cents per hour and 1.25 cents per mile, for every hour and every mile worked or driven from January 2007 to the date of contract ratification.
- >> Workers won bidding language as well as a grievance procedure to enforce contract language.
- >> Ninety percent of full-time UPS Freight employees holding bid jobs won minimum daily and 40-hour weekly guarantees.
- >> Casual employees won four-hour guarantees.
- >> Casual employees won health insurance and pension benefits.
- >> The company will pay for medical exams required by the government or the company.
- >> The agreement contains "Maintenance of Standards" language to protect existing practices.
- >> The company will provide equipment and assistance to employees to obtain a CDL.
- >> Casual employees, as well as full-time employees, are now covered under the FMLA (Family and Medical Leave Act).
- >> Employees are eligible to participate in the Teamsters National 401(k) plan.

Milky Way



**Two Card-Check
Agreements
Bring Nearly
500 California
Tankhaulers into
Teamster Locals**



Cows in Tulare County, California produce more milk than cows in any other county in the U.S. Nearly a fifth of the nation's milk originates from the region. Trucks roll in and out of the county's dairies day and night.

Similarly, drivers Kendall Williams and Raul Rodriguez worked around the clock late last year, although with a different purpose—instead of hauling milk, they spoke, one-on-one to their coworkers at Cal Western Transport, Inc., about improvements they could secure at their workplace by joining the Teamsters Union.

"It was a crazy couple of days," said Williams, a four-and-a-half-year driver for Cal Western. "We talked to guys around the clock, even at 2 and 4 in the morning. Several of us were interested in forming a union. We'd been promised pay raises that never came about. We were upset and knew that being Teamsters would make a difference."

By the end of the marathon mission, the drivers had collected a whopping 78 signed cards expressing their coworkers' desire to become Teamsters. Soon after, Local 948 in Visalia, California presented the cards to the Tulare, California company, which recognized the workers' choice, thanks to an agreement reached between the local and company.

The drivers' organizing victory was the first of seven wins that ultimately led to nearly 500 tankhaul drivers who haul for seven California subsidiaries of Ruan Transportation Corp. As a result, Teamster density among California milk haulers jumped from 35 percent to 70 percent and the string of victories has laid the foundation for additional organizing.

"Not only is trucking one of our union's core industries, this is a thriving part of a booming sub-industry," said Jim Hoffa, Teamsters General President. "I'm proud to welcome our new brothers and sisters at Ruan into our union. As more and more drivers become Teamsters, all drivers' strength grows."

Takes One to Know Ruan

"The cooperation among drivers, local unions and Joint Councils is admirable," said Chuck Mack, Western Region Vice-President. "The beauty of it is new members benefit from the agreement, as do tankhaulers who were already Teamsters."

To fully understand this involved organizing campaign, we need to return to 2006, when Ruan Transport—the large, Iowa-based national trucking company, for which approximately 3,000 Teamsters drivers across the country work for—purchased Cal Western Transportation and Kings County Truck Lines in Tulare. At the time, drivers at Kings County were Local 948 members, while Cal Western drivers did not have union representation, and were among the lowest paid of all dairy haulers.

When Local 948 and Kings County management began negotiating a new contract for the drivers, the Teamsters used California's strict wage and hour laws to leverage a card-check agreement for the Cal Western drivers. The agreement stipulated that if more than half of the drivers signed cards expressing their choice to become Teamsters, the employer would honor their decision.

"We knew that the drivers were interested in joining the Teamsters," said Sam Martinez, Local 948's Secretary-Treasurer. "Securing this agreement was a key way to make sure they could get that recognition without enduring a drawn-out organizing campaign. We're happy that the company agreed that this was the most sensible option."

Tanks A Lot

In March, Kendall Williams, Rodriguez and their fellow Cal Western drivers ratified a new four-year agreement, securing work rules and considerable increases in take-home pay.

"Across the board, we got a 38-percent increase in wages and benefits over the life of the contract," said David Clift, a six-year driver with Cal Western. "The quality of the insurance we have today compared to what we had is like day and night."

For health procedures he recently required, Clift said, he paid just \$305 under the new health plan, a small fraction of the \$38,000 cost. "It was just remarkable coverage and our costs are much more contained," Clift said.

Kevin Williams, an 11-year driver at Kings County Truck Line in Tulare and a Local 948 member, sees nothing but good from the recent organizing.

"This is definitely good for drivers and good for the industry," said Williams, who is

unrelated to Kendall Williams at Cal Western. "Thanks to their and our contracts, 290 drivers here in Tulare are standing together."

Do the Aartman

During negotiations for the Cal Western contract, Ruan became the major milk-hauler in California by purchasing Jim Aartman Trucking.

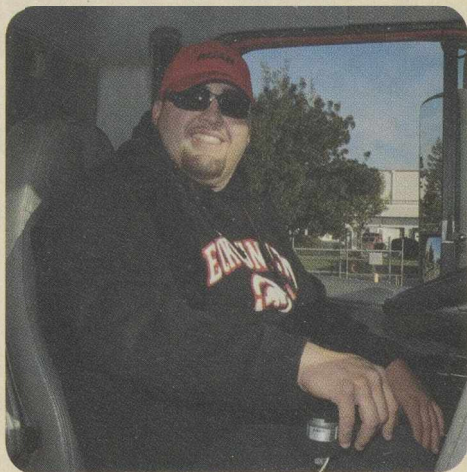
"We went to Ruan management after they purchased Aartman and told them they hadn't been paying overtime or breaks for the drivers," said Odus Hall, a Local 948 business agent. "We were able to leverage these violations into a second card-check agreement."

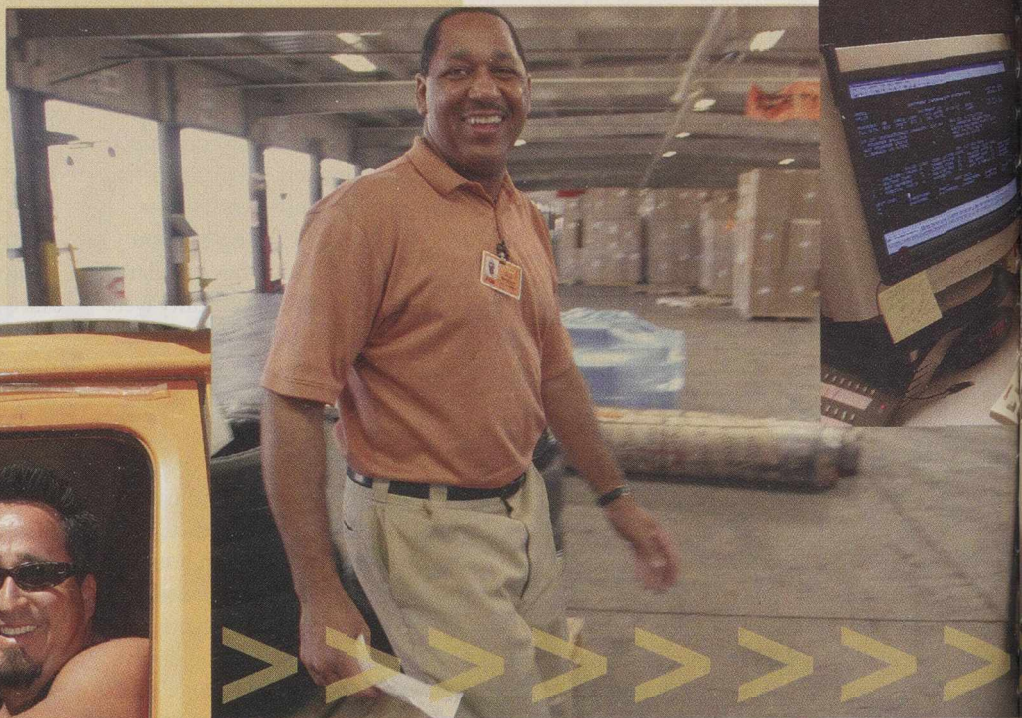
The agreement covered about 300 drivers statewide. More than 70 percent of drivers signed cards to become Teamsters. Drivers work at Aartman locations in Tipton, Corona, Ripon, Ocampo and Orland, and at a Cal Western facility in Turlock.

In addition to Local 948, several other California locals and Joint Councils helped the drivers become Teamsters: Local 137 in Redding; Joint Council 42 and Local 63 in Covina; and Joint Council 38 and Local 386 in Modesto.

"This is something we've worked on for several months, but the patience and hard work of these workers is really what's making it pay off," said John Souza, President of Joint Council 38. "Credit goes to the workers at all Ruan-owned companies for fighting for the right to join the Teamsters."

"When the Aartman contract is complete we'll be in real good shape," Kevin Williams said. "Then you'll be talking about 650 to 700 drivers in California covered by Teamster contracts. We'll be extremely strong."





National *Freight* Negotiations *Get Under Way*

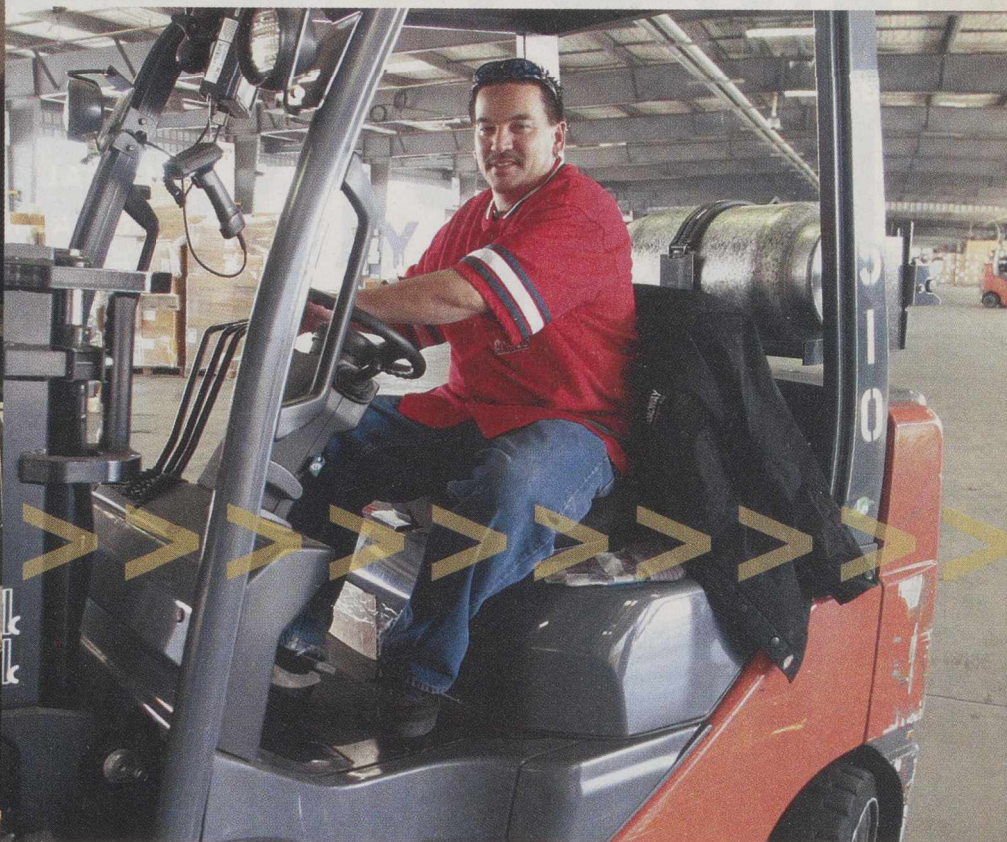
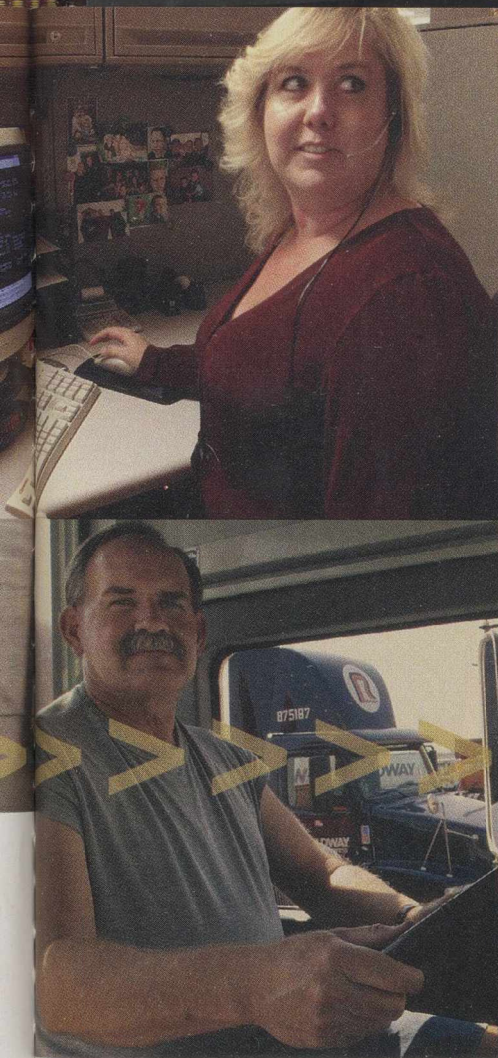
MEMBERS HELP GUIDE CONTRACT PRIORITIES

After receiving direction from more than 30,000 members through bargaining surveys, leaders from freight local unions have unanimously endorsed contract proposals that will address members' top concerns.

The survey results and the endorsement from local leaders are part of the National Master Freight Agreement (NMFA) negotiations that are under way now. The NMFA, which covers about 80,000 Teamster drivers, dockworkers and mechanics, expires on March 31, 2008.

The union and Trucking Management, Inc. (TMI), the primary multi-employer bargaining arm of the unionized general freight trucking industry, have agreed to begin negotiations early. TMI is made up of YRC Worldwide, which operates Yellow, Roadway and USF. Another freight company, ABE, will bargain separately with the Teamsters.

Work on the supplements occurred in October and national contract talks are scheduled to begin November 26.



Important Issues

"Early negotiations will benefit both Teamster freight members and the companies," General President Jim Hoffa and National Freight Division Director Tyson Johnson said in a letter to freight members. "YRC Worldwide asked for the early negotiations, and we agree that protecting its customer base is advantageous to our members...early negotiations have been productive and beneficial to our members in the past, and we believe they will be this time around as well. We have many complex, important issues to address. The earlier we start negotiating these issues, the more time we have to come up with solutions that will keep your future secure."

Through bargaining surveys, local union leaders and members rank protecting health, welfare and pension benefits the top priority.

"Our members did a great job telling us their contract priorities, and our pro-

posals reflect those priorities," Johnson said. "We will make sure we negotiate a contract that will keep our members' futures secure while allowing the companies to compete against the nonunion competition."

Another major issue is job security. For example, members are concerned about forced overtime, which occurs when companies do not hire additional workers or do not recall workers on layoff.

Significant Proposals

Other top concerns include:

- Providing broader work opportunities for laid-off workers;
- Improving equipment and workplace safety;
- Protecting against subcontracting abuses;
- Improving other benefits; and
- Addressing issues related to the Family and Medical Leave Act.

"While wage increases are always

important, protecting our members' health, welfare and pension benefits are the top priorities, and we are prepared to do whatever it takes to protect those benefits," said Gordon Sweeton, Assistant Director of the Teamsters National Freight Division.

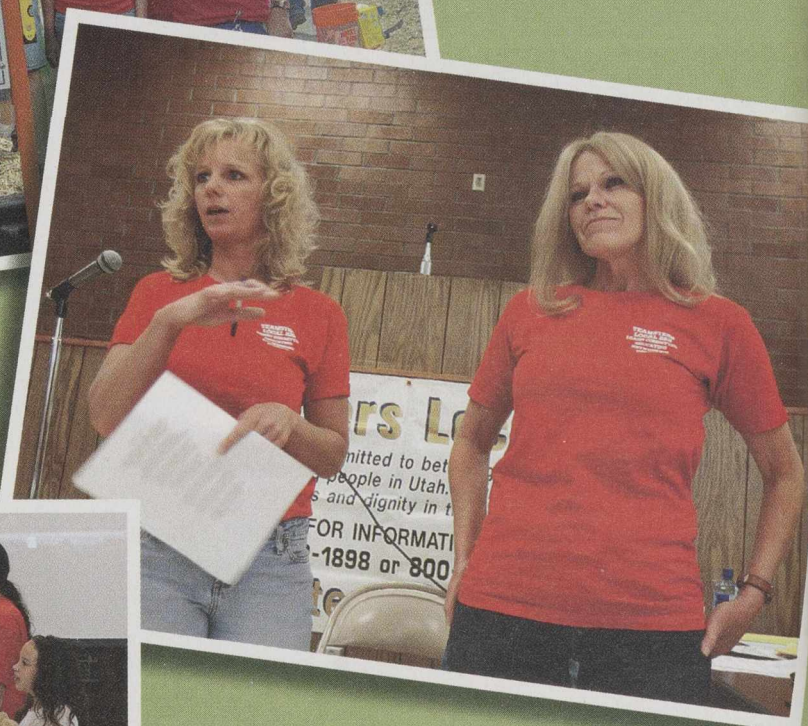
At Local 89 in Louisville, Kentucky, limiting overtime is a big issue, said Kevin Oliva, a Local 89 business agent who attended the meeting in mid-September where the proposals were endorsed.

Oliva said another big problem is the use of non-CDL (commercial driver's license) casuals used to replace qualified CDL holders. "It's an abuse of seniority," he said.

"Whether it's the big issues surrounding health, welfare and pension benefits or the lesser known issues, we feel that all these proposals are significant to our members," Johnson said. "We will address all these issues because we know they are important to our members."

Live and LEARN

LOCAL 222 AMONG FIRST
TO LAUNCH INNOVATIVE
TEAMSTER PROGRAM



John Stevens, a Local 222 member in Utah, recently found himself operating a Bobcat bulldozer while building a playground at a local Boys and Girls Club in Provo. He was there as a volunteer, but his attendance was due to a new Teamster program designed to help foster unity between Teamster locals and Joint Councils, their members and their communities.

The LEARN Network, recently introduced by the Teamsters Training and Development Department, uses the existing Teamster structure to build an army of individuals who can assist locals in everything from organizing to political action to community outreach.

Based in Salt Lake City, Local 222 has run with the program, showing what can be accomplished when the talents of their members are harnessed.

"For me this is a way of giving back to the community," Stevens said. "I had seen the posters about the LEARN committee meeting at our worksite, plus I'd received a letter from the local union at my home. After the first meeting I talked to a bunch of my coworkers at Yellow because I think it's important to get more people motivated to attend union meetings."

Focused on Members

When Tom Monthey, Secretary-Treasurer of Local 222, first heard about the LEARN Network, he wondered what it was and how it might benefit his membership.

"I was contacted by Janet Benefield from Joint Council 3 and she explained the LEARN Network to me," Monthey said. "Benefield had been appointed the LEARN coordinator for Joint Council 3 and had attended a strategic planning session in Washington, D.C., where the LEARN Network was launched. Benefield asked me to appoint a local LEARN coordinator. I knew whoever I appointed would have to be a self starter, so I appointed Local 222 Recording Secretary Lisa Oveson."

LEARN stands for Labor, Education and Resources Now. Its purpose is to establish a system of training within the Teamsters Union that provides member-driven learning experiences and union building activities. The primary goal of LEARN is to develop a culture among Teamsters that

supports and extends the vision to grow the union. Each Joint Council and local union has been asked to appoint a LEARN coordinator. All LEARN coordinators will seek to develop a labor education function within their affiliate structure and to mentor Teamsters at all levels to be active and knowledgeable labor advocates.

"The LEARN Network is a member-focused program we decided to develop after many years of being asked, 'How can we get our members more educated, active and involved,'" said Sally Payne, Associate Director of Training and Development. "In addition to the classes and seminars we hold nationwide, we wanted to have a way that local unions could organize member activities, encourage member involvement and foster a sense of community within the local union."

Energized and Excited

The local sent a letter to their 3,000 members and all active retirees describing the LEARN Network and inviting members and their families to a brainstorming session in early June. More than 50 people attended that first meeting and, after members hashed out activity ideas, they consolidated them into two basic projects and formed two committees: (1) Member Orientation, Education and Communication and (2) Union Activities. Each committee decided to meet again in July to make further plans for the months ahead. The highlight of that meeting was when the 12-year-old daughter of one of the members stood up in front of the group and said she finally understood what a union was.

"I have always wanted to make our local a place for Teamster families" Oveson said. "When I looked out into that group of members and saw husbands, wives and children, I knew this was going to be important. Many members had ideas about how we could increase member participation. I knew we had talented and outgoing people as members—they proved me right."

Increased Participation

At the second meeting of the Orientation, Education and Communication committee, attendance increased from the initial six participants to 23. Similarly, the second

meeting of the Union Activities group increased three-fold.

"My son-in-law told me about a how the local Boys and Girls Club needed help building an outdoor playground and I thought that this fit the bill with what our Orientation, Education and Communications committee wanted to do," said Chuck Wilkinson, a retiree from Yellow Freight. "At the next meeting, I brought up the idea to the other members and they liked it."

"We thought helping to build a playground for the club in Provo, Utah would have a lasting impact and our members helped out more than they ever anticipated," Oveson said. "On the first day of the project, the contractor's operator for the Bobcat bulldozer didn't arrive on time. However, one of our members, John Stevens, had come to volunteer and he said he could run it. He became an instant hero to the entire group of volunteers."

Labor Day

Local 222 always has a Labor Day event for its members, but this year it was coordinated by the local's LEARN Union Activities committee.

"Local 222 has taken hold of the LEARN Network concept and run with it. They are using the structure exactly the way we had hoped," Payne said.

In addition to the community project and Labor Day activity at Local 222, other Joint Councils and local unions have begun to launch their own activities. Joint Council 38 in Modesto, California has put together a database for their stewards that list the different types of expertise that members or their families have. And Joint Council 28 in Seattle is producing an information kit for new members.

For information on the LEARN Network, contact the Teamsters Training and Development Department at 202-624-8117, or via e-mail at development@teamster.org.

Voting Corrections

Sergeants and Deputies Join Local 769

Sergeant Jonathan Crane has worked as a corrections officer for Monroe County in Florida for the past 10 years. Recently, he and his coworkers celebrated a major victory.

"This is absolutely phenomenal," said Crane about the vote for Teamster representation. "We showed we were ready for a change, and that change was the Teamsters."

The officers, including 118 sergeants and deputies, voted 73-17 to become members of Local 769 in North Miami and the Teamsters Law Enforcement League (TLEL). The officers work at Monroe County detention centers

in Key West, Marathon and Plantation Key.

"This is a clear case of workers seeking the security of a union that addresses their concerns," said Mike Scott, President of Local 769. "These workers have difficult, demanding jobs and they deserve to be part of a union that fights for their needs."

A Powerful Union

This victory ousts the officers' former representative, the Fraternal Order of Police (FOP). Dissatisfied with the

FOP, the officers went to the Teamsters web site a year ago and approached the local, seeking representation.

"We wanted a bigger, more active union, with more members," said Sergeant Jay Fisher, a seven-year veteran. "I did my research ahead of time and found out that the Teamsters make sure their members get a fair shake. The Teamsters have the professionalism we were looking for."

"The FOP hadn't had a meeting for the deputies for three-and-a-half years," said Huey Morale, an organizer with Local 769. "Everything with this group was about recognition. They were tired of being overlooked. With a committee of workers coming together like they did here, you'd never lose an election."

Proper Representation

"Of course we want comparative pay to other departments and to get back some of the positions that were cut, but what we really wanted to have is proper representation," Crane said. "Since we've heard from the local on a daily basis, we feel the Teamsters will provide us with this."

Michelle Heaviland, a five-year detention deputy with the county, feels confident that Local 769 will deliver superior representation. Going forward, like her coworkers, Heaviland is looking forward to seeing the Teamster negotiators in action.

"I want what we all want—a fair contract," Heaviland said.



Coca-Cola Enterprises

A majority of the 75 Coca-Cola Enterprises (CCE) workers at the Oceanside, California facility recently voted to elect the Teamsters as their bargaining representative. The drivers and warehouse employees cast their ballots in favor of representation by Local 683 in San Diego.

"When the warehouse opened in February, workers contacted us about becoming union," said Shannon Silva, Secretary-Treasurer of Local 683. "We already represent soft drink drivers, bottlers and warehousemen at the other facilities in San Diego."

"I'd been a Teamster when I worked for Coke's location in San Diego," said Chris Refsnider, one of the Oceanside drivers. "I voted for the Teamsters because I believe belonging to the Teamsters can help us achieve lower health care costs. At Oceanside, I am currently paying a large amount of money per month and that's a huge burden for my family."

LOCAL 469 & LOCAL 728

First Student

School bus workers at First Student yards in Savannah, Georgia and Monmouth Junction, New Jersey recently voted by overwhelming margins to join the Teamsters Union.

First Student drivers, monitors and technicians in Savannah gained union representation from Local 728 in Atlanta, voting 314-20. The workers had been seeking union representation for years at the location, but it wasn't until they enlisted the help of the Teamsters Union

six months ago that real progress was made.

"We had worked with other unions in the past, but they never provided us with the support and resources needed to win this thing," said Jerome Irwin, a driver at First Student. "We saw that the Teamsters had organized a First Student location in Charleston, South Carolina and we gave them a call. They hit the ground running and responded to our call right away."

In Monmouth Junction, New Jersey, a unit of drivers, monitors and technicians voted 90-33 for representation by Local 469 in Hazlet, New Jersey. The Monmouth Junction workers sought union representation with the Teamsters to help force the company to address problems in the workplace including safety, ending favoritism and negotiating for more affordable health care.

Since 2006, more than 3,200 private school bus workers have joined the Teamsters.

LOCAL 703

Golden Country Oriental Foods

Golden Country Oriental Foods workers recently voted to join Chicago-based Local 703 by a vote of 35-7.

"The Teamsters are very happy to welcome our new members to the union," said Thomas W. Stiede, Local 703's Secretary-Treasurer. "The workers at Golden Country have been very motivated to make positive changes for themselves and their families from the very beginning of this campaign."

The new members work as stockers, order pickers,

drivers, helpers, loaders, unloaders, checkers and warehouse employees for the wholesaler and distributor of grocery, restaurant and food service products.

"The Golden Country workers have been living with no pension or health insurance and low wages for too long," said Rick Becerra, Local 703 organizer. "We are very excited to start negotiating a winning contract."

LOCAL 995

Painted Desert Golf Club

Recently, maintenance workers at the Painted Desert Golf Club in Las Vegas voted to join Local 995. The 19 workers at Painted Desert are responsible for the general maintenance of the golf course, including the mowing, trimming, repairing holes and sand traps, and making sure the course remains fully irrigated.

"We look forward to negotiating for them all the benefits the other golf club workers that we represent enjoy, including good wages, a decent pension and health and welfare plan," said Sal Carrillo, the lead Local 995 organizer on the campaign.

Las Vegas-based Local 995 will begin contract talks for their newest members soon.

LOCAL 25

Kraft Power Corp.

Road service technicians at Kraft Power Corp. in Woburn, Massachusetts gained a strong voice in the workplace by affiliating themselves with the Teamsters Union. The 20 workers voted in favor of joining Local 25, based in Boston, by nearly a 6-1 margin.

"The company is doing

well financially but it keeps taking away benefits from its workers," said Sean O'Brien, President of Local 25. "These road service technicians are tired of being taken advantage of by management. They were having sick days, holidays and other benefits taken away, and they were paying more and more toward health insurance."

Once again, Local 25 has broken new ground by organizing the first workers at a company. Recently, Local 25 also organized the first workers at FedEx Home Delivery and Zipcar.

LOCAL 63

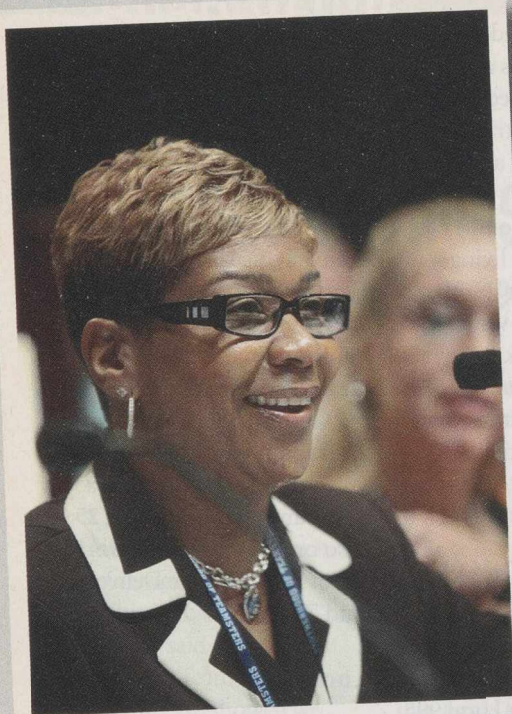
USF Reddaway

Office clerical workers at USF Reddaway in Compton, California are now Teamsters after the company recognized the workers through a card-check agreement, the latest victory in the union's card-check campaign throughout the West.

The card-check agreement enabling this latest victory was included in a contract that was ratified in August by workers at Reddaway terminals in California, Arizona and New Mexico. The contract was ratified 216-13 and covers about 400 workers.

In the latest victory, the 11 clerical workers in Compton are now Teamsters and will be covered by the same contract that was ratified by the larger group of workers. The Compton workers joined Local 63 in Covina, California.

"These workers become the first unionized clerks at USF Reddaway, and we look forward to providing them with excellent representation," said Randy Cammack, Secretary-Treasurer of Local 63.



{ Yesterday, Todaya

Alice Bowden, a 30-year Teamster and union steward, is a true Teamster woman. Bowden, a member of Local 507 in Cleveland, is strong. She is resilient. And she never gives up.

"I was a divorced mother that raised six children on my own. Being a Teamster has made me a more secure female," Bowden said. "The Teamsters gave me a firm foundation and good support—like the support you see here today."

The support that Bowden refers to is tangible. It can be felt in the energy that emanates from the more than 750 Teamster women who occupy the expansive ballroom where Bowden stands. These women have gathered in downtown Houston for the 2007 Teamsters Women's Conference, an annual event that empowers, enlightens and engages Teamster women in their union, their communities and their world.

This year's theme, "Teamster Sisters: Yesterday, Today and Tomorrow," honors

women's struggles and contributions throughout labor history, and encourages present efforts to create a bright future for labor, and society overall. Teamster women traveled from across North America to come to the four-day conference, which is designed to educate and inspire women in the workplace and labor movement through an impressive lineup of speakers, panels and workshops. Each Teamster woman came to the conference with her own story to share of how being a Teamster woman has shaped her past, present and future.

Making a Difference

The conference opened with a welcome from Cheryl Johnson, Conference Coordinator, President of the Teamsters International Women's Caucus and International Vice President for the Central Region. Johnson talked to the women about her past as a Teamster and the importance of being involved and mentoring other

women in the union.

"I started as a warehouse worker many years ago and worked next to a man who was making more money than me for the same job," Johnson said. "We organized and became Teamsters to change that. I want to be able to mentor women like you and make a difference and it's at this conference that we are able to do that."

Special guest speakers included Teamsters General President Jim Hoffa, Teamsters General Secretary-Treasurer Tom Keegel and Donna Brazile, a leading political strategist.

On Saturday, Hoffa stood before the crowd, praising the attendees for their contributions and urging them to become more involved.

"Gender equality and the chance to make a better life for your family—that's what you get when you work under a Teamster contract," Hoffa said. "Women are rising up within the union. We need your leadership. There's never been a time



and Tomorrow }

Teamster Sisters Meet at Women's Conference

more important than now or an election more important than 2008."

"The Women's Conference gets bigger and better every year that I come," Keegel noted in his speech. "I'm proud to promote women in the union whenever there's the opportunity because they get the job done."

Donna Brazile, the Democratic National Committee Voting Rights Institute Chair and the first African-American woman to manage a major presidential campaign, made a passionate call to the conference attendees to become more politically active.

"I love the Teamsters Union," Brazile said. "I am here to encourage and inspire you to make a difference in 2008 because we as women have so much political power to exercise."

Christy Bailey, Director of the Department of Field Action for the Teamsters, also called on the attendees to increase their involvement in politics and contrib-

ute to DRIVE, the Teamsters' political action program.

"We must do today and tomorrow what our sisters of yesterday did. We must mobilize," Bailey said.

Political Activity

Political mobilization is nothing new to Teamster women. The DRIVE program was created in 1959 after the passage of anti-labor legislation, and was run by Josephine Hoffa, wife of former Teamsters General President James R. Hoffa and mother of current General President Jim Hoffa. In the 1960s, women from across the country came to the nation's capital in DRIVE motorcades to hold politicians accountable.

Deb Haddock, a conference attendee, is an office manager who has worked at Local 745 in Dallas for 32 years. Haddock was politically involved, even as a child, with memories of going to polling sites and passing out voting cards during political cam-

paigns. Her father was with Local 745 for 35 years, and both of her parents were active in union life.

"My mom was a part of the motorcade campaign when DRIVE started out," Haddock said. "She was listed on the women's auxiliary certificate that James R. Hoffa signed, so that is unique to me as far as the past goes."

Moving Forward

Even before the DRIVE motorcades of the 1960s, women were making great strides and significant contributions to the considerable history of the union.

Eula Cleveland has seen women's roles develop and change over the years. Cleveland came to the women's conference to speak on a panel about the role of women in the union. Cleveland has been involved with the Teamsters for nearly 60 years—long before many of the women at the conference were even born.

"I became a Teamster in the 1940s.



I just kept pushing and moving forward," said Cleveland, who organized her coworkers in Washington in 1948. "We need to move forward. We need more visionaries."

Teamster women have historically been politically and socially involved, helping create vast opportunities for women to hold positions of power in the present day. Although women still face some obstacles to achieving their goals, they will not be deterred.

"The biggest struggle for me was getting into office. About five-sixths of my local is men, but it has worked out great. I've had no problems," said Roberta Dunker, President of Local 693 in Binghamton,

New York. Dunker holds the distinction of being the first woman in upstate New York to hold the presidency. "Women can be anything in the Teamsters. The sky is the limit. And this conference shows it."

Working in the Present

As Teamster women reflect on the past, they recognize that women today have greater opportunities in the workplace than ever before.

"There's been a change since the 1980s in positions that Teamster women are in," said Sandra Cruz, a 13-year Teamster with Local 200 in Milwaukee. "Teamster women are now in all kinds of positions. We're in everything, visible and doing

anything a man can do."

Teamster women are now prominent in nontraditional occupations, where they are employed as railroad conductors and truck drivers. Nontraditional occupations are defined as occupations where women comprise 25 percent or less of total employment.

"I work in a male-dominated work force, so coming to something like this really makes you feel like there are a lot of women just like yourself out there," said Kim Slaunwhite, a member of Local 879 in Hamilton, Ontario, Canada, who works for a Purolator Courier terminal with 80 employees, of which only five are women.

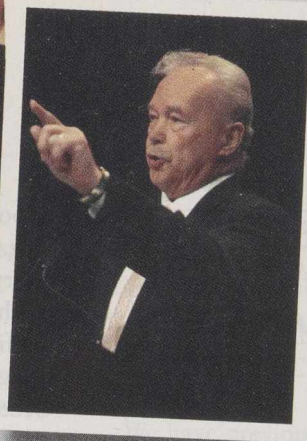
"This conference gets you pumped up to start another year," said Beverly Henkelman, a 31-year Teamster driver for UPS, who attended her second Women's Conference. "I think now because women are becoming more visible in the union, like at this conference, it may be easier for women who are coming up."

The conference attendees may not face the same uphill battle as their predecessors, but they still face challenges. According to the U.S. Department of Labor Women's Bureau, in 2006 a record 67 million women were employed in the United States. More women than ever are working, and by the year 2014, women are projected to comprise 47 percent of the total work force. Yet, the average woman still makes 77 cents for every dollar earned by a man. Union membership, however, makes a key difference. Women who are union members make about 34 percent



2007 Teamsters Women's Conference Workshops:

- Organizing and How to Start a Program in Your Local
- Advanced Organizing—How to Bring it Home
- Manifesting Abundance
- Bargaining Women's Issues
- A Day in the Life of a Business Agent
- New Steward Workshop
- Tapping into the Power of Self and Building Positive Self Esteem
- Women's History: Yesterday, Today and Tomorrow
- Stretched to the Limit: Managing Caregiver Stress in the Workplace
- The Dirty Dozen: Laws, Rules and Regulations that a Teamster Woman Must Know
- Fitness, Health and Wellness for Women on the Go
- Solving the Retirement Puzzle: Your Future Paycheck and What You Need to Know!



more than nonunion women.

More women with families are also at work. Of women age 16 and over with children under the age of six, 63 percent were in the labor force in 2005, as compared to 39 percent in 1975. Add the time Teamster women devote beyond the job and family life—to their union and communities—and you will find that Teamster women are able to perform a great balancing act.

A group of 35 women from Local 63 in Covina, California came to the conference together, demonstrating the dedication of women in their local, which is something that continues year-round. This winter they helped package items at the union hall to send to troops serving in Iraq.

Gina Carreto, a Local 63 member, has four children she raised as a single mother while working and volunteering her time to her local and community. She is a second-generation Teamster.

"I was able to raise my kids, pay my rent and have everything everybody else had on my own. I didn't need to rely on someone else to put a roof over my head because I am a Teamster," Carreto said.

The 14 women who came to the conference from Local 25 in Boston spend their time helping those who need a roof over their heads. Through their newly formed women's committee, they donate their time to Rosie's Place, a home for poor and homeless women in the Boston area.

"I'm here to learn more so I can go

back to the other women and other members and educate them on the power that Teamsters have in changing lives," said Jeananne Roche, a member of the Local 25 women's committee. "If we could get all of the women members more involved, we could see more women as stewards and business agents and in more positions of power."

Dawn Salvi, a seven-year Teamster, is also on the Local 25 women's committee. Salvi works full time for the Massachusetts Port Authority and is a single mother raising three children, ages 16, 13 and 9. She made time to come to the conference and support her union sisters.

"Everyone at this conference is friendly. They come up to you and want to share ideas and learn. The speakers are great. It's absolutely incredible," Salvi said. "I've met a lot of women here who work in men-oriented jobs that women haven't typically worked in. I think it's great. They've broken the barriers."

Looking to the Future

While many of the conference attendees have been union members for years, many women are just starting out in the union. They hold the key to the future of the union, and so their participation in the Women's Conference is seen as a great indicator of what lies ahead for the labor movement.

"It's amazing to come here and hear all the stories. I wanted to know for a long time what got us here, and by going

to the great history workshop, I found out," said Julie Bryant, a 23-year-old clerk with Yellow Freight and a member of Local 745. "I have friends just getting out of school with amazing degrees who are struggling. I tell them, 'Be a Teamster. You can be anything as a Teamster and still get the protection. That's what is so great about the union.'"

Norma Barnes, a member of Local 284 in Columbus, Ohio, distributed books on Teamster history to the 175 nonunion women at her workplace.

"It gave them a sense of knowledge and direction of where they can go. I want to take women as far as they can go in what was a man's world," Barnes said. "Women were there whether they were recognized or not, and I would like to see them fully recognized."

Like the other women at the conference, Amy Weed is appreciative of the Teamster women of the past who have created an environment of success for her in the present. The forklift driver with Local 200 looks to the future, to what each Teamster woman can do to lead the way to further progress. Rather than standing in one place, Weed believes women can and must move forward.

"A lot of women have gone through the struggle to get their place in the workplace," Weed said. "The first generation put in the gravel road, the generation after them went asphalt. I think we'll try to go concrete this time for the younger women that are coming in."

REPORT 104 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: September 25, 2007

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Fourth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including three new reports, an update on prior charges and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. DON HAHS, BLET HEADQUARTERS, CLEVELAND, OHIO

This is the IRB's first Investigative Report on an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference. With the merger of BLET with the IBT that took effect January 1, 2004, officers and members of BLET agreed to comply with the requirements of the IBT Constitution and the rulings of the General Executive Board. On September 13, 2007, the IRB issued an Investigative Report to General President Hoffa concerning BLET President Don Hahs. The Report recommended that Mr. Hahs be charged with violating his fiduciary duties to the BLET and its members, embezzling and converting BLET funds and property to his own use and the use of others, and bringing reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

B. ROBERT A. HOGAN, LOCAL 714, BERWYN, ILLINOIS

On August 30, 2007, the IRB issued an Investigative

Report to General President Hoffa concerning Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer. The Report recommended that Mr. Hogan be charged with bringing reproach upon the IBT, breaching his fiduciary duties and interfering with the union's legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On September 12, 2007, Mr. Hoffa adopted and filed the charge and a panel will be appointed to hear the charge against Robert A. Hogan.

C. LOCAL 714, BERWYN, ILLINOIS

On August 30, 2007, the IRB issued an Investigative Report to General President Hoffa recommending that Local 714 be placed in trusteeship. The report concludes that the Local is being conducted in a manner to jeopardize the interests of the Local, the Local is not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative. The report further concludes that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local's interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley's violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union. By their conduct, Robert and James Hogan put the interests of William T. Hogan, Jr. and family friend Mr. Riley above the interests of the Local which required that the Local and its employees comply with the Consent Order which prohibited IBT members from knowingly associating with a barred person such as William T. Hogan, Jr.

In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made. Mr. Hoffa notified the IRB that he will appoint a panel to hear evidence with respect to the IRB's trusteeship recommendation.

III. UPDATE ON PRIOR IRB CHARGES

A. WILLIAM T. HOGAN, JR. – FORMER PRESIDENT OF JOINT COUNCIL 25 AND INTERNATIONAL REPRESENTATIVE

We have previously informed you that William T. Hogan, Jr., a former President of Joint Council 25 and an International Representative, was charged with criminal contempt of the court-ordered Consent Decree. Among other things, the Consent Decree permanently bars all Union members and officers from “knowingly associating” with any person barred from participating in Union affairs.

It is alleged that even after Mr. Hogan was permanently barred he nevertheless continued to knowingly associate with various Union members and officers on at least 150 occasions, in person and by telephone. In so doing Mr. Hogan is charged with having aided and abetted those members and officers in violating the Consent Decree, and thereby acting in criminal contempt of the Consent Decree.

A conference before Judge Preska took place on July 17, 2007, with counsel for Mr. Hogan in attendance. After receipt of all the briefs and holding of oral argument, a hearing will be scheduled. Mr. Hogan’s brief is due to the court by October 1, 2007.

IV. STATUS OF PREVIOUS CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.’s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and a hearing panel was appointed. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an application to Judge Preska for review. By order of August 7, 2007, Judge Preska affirmed the IRB’s decision in all respects. The decision is printed in full in this issue of the magazine.

B. JAMES D. JACKSON – LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jackson, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001.

General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007. On May 23, 2007, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Jackson from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

On July 16, 2007, counsel for Mr. Jackson filed an appeal to the IRB. After review of all submissions and Mr. Hoffa’s decision of May 23, 2007, the IRB found the decision to be not inadequate.

C. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing and on June 28, 2007, issued its decision that the charge against Mr. Pirro was proved and that Mr. Pirro has been permanently barred from the IBT. By way of Application 127, the IRB’s decision was forwarded to the District Court for review by Judge Preska.

D. FRANCIS J. GILLEN – LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen, an International Vice President, Joint Council 53

President, Local 500 President and Pennsylvania Conference of Teamsters President allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council President, PA Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing was held on July 11, 2007. On August 3, 2007, Mr. Hoffa and Mr. Keegel notified Mr. Gillen that the General Executive Board, by a two-thirds vote of the uninvolved members hearing the charges, adopted the recommendations of the hearing panel which were that he be barred from holding office for five years and from membership in the IBT for three years.

After review of all submissions and review of the General Executive Board's decision of August 3, 2007, the IRB found the decision to be not inadequate. When counsel for Mr. Gillen advised the IRB that they wished to file an appeal with Judge Preska, the IRB made Application 128 to Judge Preska on September 25, 2007.

E. GEORGE DiPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that George DiPilato, former President of Local 502, while a member and the President of Local 502, allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local funds and property to his own use and the use of others, and brought reproach upon the IBT when he embezzled over \$20,000 from Local 502. Mr. Hoffa filed the charges against Mr. DiPilato. Prior to his hearing, Mr. DiPilato signed an agreement seeking to resolve the matter. The approved agreement with evidence of restitution has been sent to the District Court for review by Judge Preska.

F. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the

IRB for a hearing which was held by the IRB. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision is with Judge Preska for review.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 85 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT
 SOUTHERN DISTRICT OF NEW YORK
 88 CIV. 4486 (LAP)
 MEMORANDUM AND ORDER

UNITED STATES OF AMERICA,

Plaintiff,

-against-

INTERNATIONAL BROTHERHOOD

OF TEAMSTERS, CHAUFFEURS,

WAREHOUSEMEN AND HELPERS

OF AMERICA AFL-CIO, ET AL.,

Defendants.

APPLICATION NO. 121

Re: JOHN KIKES

LORETTA A. PRESKA, United States District Judge:

The Independent Review Board ("IRB") of the International Brotherhood of Teamsters ("IBT") has applied to this Court ("Application No. 121")¹ for a ruling that the IBT's October 18, 2005 findings with respect to John Kikes ("Kikes") are not inadequate. The Court has reviewed Application No. 121, the objections filed by Kikes, and the Government's papers in support of the Application. For the reasons set forth below, the IRB's Application is granted, and its determination is upheld in all respects.

BACKGROUND

I. CHARGE AND IBT PANEL HEARING

Kikes is the former International Representative and IBT Local 78 President. (IBT Decision at 1-2.)² He was charged with bringing reproach upon the IBT and violating his membership oath in violation of Article II, Section 2(a) and Article XIX, Sections 7(b)(1) and (2) of the IBT Constitution and Paragraph E(10) of the Consent Decree by engaging in prohibited contact with William T. Hogan, Jr. ("Hogan") after Hogan was permanently barred from the IBT on May 29, 2002. (*Id.*)

The IRB referred the charge against Kikes to the IBT on July 14, 2005. (*Id.* at 1.) An IBT panel conducted a hearing on September 15-16, 2005 (the "September Hearing"). (*Id.*) On October 20, 2005, IBT General President James P. Hoffa adopted the decision of the IBT panel (i) holding that Kikes had violated the IBT Constitution and the Consent Decree by knowingly associating with Hogan after Hogan was permanently barred from the IBT; and (ii) recommending that Kikes be permanently barred from the IBT (the "IBT Decision"). (*See generally* Hoffa Ltr. at 1; *see also* IBT Decision.)³

1 "Application No. 121" refers to "Application 121 of the Independent Review Board - In the Matter of John Kikes," filed on March 1, 2006.

2 "IBT Decision" refers to the IBT hearing panel's "Findings of Fact and Recommendations," attached as part of EX. B to Application No. 121, filed on March 1, 2006.

3 "Hoffa Ltr." refers to the letter from James P. Hoffa to John Kikes "Re: Article XIX Charges" dated October 20, 2005 and attached as part of Ex. B. to Application No. 121, filed on March 1, 2006.

II. APPEAL AND IRB REVIEW

The Consent Decree provides that the IRB shall monitor disciplinary actions taken by any IBT entity on IRB-recommended charges to determine whether the charges were "pursued and decided" by that IBT entity "in a lawful, responsible, or timely manner" and whether the resolution of those charges is "inadequate under the circumstances." (Consent Decree ¶ G(f); *see also* IRB Rules ¶ I(7).)⁴ By letter dated November 3, 2005, counsel for Kikes notified the IRB that Kikes wished to appeal the IBT Decision. (Baptiste Ltr. at 1.)⁵ Briefing by both Kikes and the Office of the Chief Investigator followed and was fully submitted to the IRB by December 20, 2005. (*See generally* Application 121, Exs. C-I.) By letter dated January 18, 2006, the IRB found the IBT Decision "not inadequate." (IRB Ltr. at 1.)⁶

III. JUDICIAL REVIEW AND APPLICATION NO. 121

Although the Consent Decree contains no express procedure by which a union member disciplined by an IBT entity on IRB-recommended charges may appeal such a "not inadequate" determination to this Court, the IRB has followed a practice of facilitating judicial review of its "not inadequate" determinations when a charged party demonstrates his intention to seek review of a "not inadequate" finding." *See Sombrotto v. IBT*, No. 01 Civ. 9285, 2003 WL 252156, at *4 (S.D.N.Y. Feb. 3, 2003) ("This Court may also review IRB determinations that union discipline is 'not adequate' when requested by the IRB."); *see also United States v. Boggia*, 167 F.3d 113 (2d Cir. 1999) (upholding district court's affirmance of the IRB "not inadequate" determination). Accordingly, on March 1, 2006, the IRB submitted Application No. 121 to this Court, by which the IRB requested that the Court adopt as an order of the Court the IRB's determination that the IBT handling of the charges recommended by the IRB was "not inadequate." (*See generally* Application No. 121.) On May 30, 2006, Kikes submitted a memorandum containing objections to the Application. (*See generally* Kikes Br.)⁷ On June 13, 2006, the

Government submitted the Chief Investigator's Memorandum supporting the Application. (*See generally* Chief Investigator Br.)⁸ On July 14, 2006, by way of letter, the Government submitted its own memorandum in support of Application No. 121. (*See generally* Gov't Ltr.)⁹ On September 6, 2006, Kikes submitted a reply to the Government's memoranda. (*See generally* Kikes Reply Br.)¹⁰

DISCUSSION

I. STANDARD OF REVIEW

The standards governing review of the IRB disciplinary decisions are well established. This Court reviews determinations made by the IRB under an "extremely deferential standard of review." *United States v. IBT* ("Carey & Hamilton"), 247 F.3d 370, 379 (2d Cir. 2001). The IRB Rules, which were approved by this Court and the Court of Appeals, provide for review of decisions of the IRB under "the standard of review applicable to review of final federal agency action under the Administrative Procedure Act." (IRB Rules ¶ O.) *See United States v. IBT* ("IRB Rules"), 803 F. Supp. 761 (S.D.N.Y. 1992), *aff'd as modified*, 998 F.2d 1101 (2d Cir. 1993). Under this extremely deferential standard, an IRB decision may be set aside only if it is "arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law." *Carey & Hamilton*, 247 F.3d at 380 (quoting 5 U.S.C. § 706(2)(A)).

II. APPLICATION TO THE IRB'S "NOT INADEQUATE" DETERMINATION

Applying these standards, this Court finds that the IRB acted within its discretion when it upheld the IBT Decision permanently expelling Kikes for knowingly associating with Hogan. Sufficient evidence, including Kikes' own admissions, established that Kikes knowingly associated with barred member Hogan. The Court also finds that Kikes has not established that the September Hearing violated the Labor-Management Reporting and Disclosure Act of 1959 ("LMRDA"), 29 U.S.C. § 411.¹ Therefore, the IRB did not act arbitrarily and capriciously in upholding the IBT Decision.

4 "Consent Decree" refers to the "Order" of Judge Edelstein filed on March 14, 1989, Dkt. No. 88 Civ. 4486 (DNE). "IRB Rules" refers to the "Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters," annexed to the Consent Decree.

5 "Baptiste Ltr." refers to the letter from Robert Baptiste "Re: IRB Referral of Charges Against John Kikes" dated November 3, 2005.

6 "IRB Ltr." refers to the letter from the IRB to James P. Hoffa "Re: Decision on Charges Against International Representative and Local 78 President John Kikes" dated January 18, 2006 and attached as Ex. H to Application No. 121, filed on March 1, 2006.

7 "Kikes Br." refers to Kikes' "Objections of Respondent John Kikes to Application No. 121 of the Independent Review Board," filed on May 30, 2006.

8 "Chief Investigator Br." refers to the Government's "Chief Investigator's Memorandum of Law in Support of the Independent Review Board's Application 121 - In the Matter of John Kikes," filed on June 13, 2006.

9 "Gov't Ltr." refers to the Government's letter to the Court "Re: United States v. IBT, 88 Civ. 4486 (LAP), IRB Application 121 (John Kikes)" dated July 14, 2006 and received on July 17, 2006.

10 "Kikes Reply Br." refers to Kikes' "Reply Brief in Support of John Kikes' Objections to Application No. 121 of the Independent Review Board," filed on September 6, 2006.

11 Even though this Court has the limited responsibility of reviewing the IRB's decision under the 'arbitrary and capricious' standard, the Court has nonetheless undertaken to evaluate Kikes' LMRDA claim.

A. Kikes Does Not Dispute That He Knowingly Associated With Hogan Following Hogan's May 2002 Expulsion from the Union

The Consent Decree forbids IBT officers, representatives, employees, and members from knowingly associating with a member or associate of organized crime or "any person otherwise enjoined from participating in union affairs." (Consent Decree ¶ E(10).) See also *United States v. IBT* ("Carey and Hamilton Discipline"), 22 F. Supp. 2d 135, 144 (S.D.N.Y. 1998), *aff'd*, 247 F.3d 370, 390 (2d Cir. 2001). "Prohibited knowing association ... is established when contact is purposeful and not incidental or fleeting." *United States v. IBT*, 824 F. Supp. 410, 414 (S.D.N.Y. 1993), *aff'd*, *DiGirlando*, 19 F.3d 816. "Purposeful contacts are prohibited even if no illegal purpose is demonstrated[, and p]urposeful contact may occur in either a business or social setting." *Id.* (internal citations omitted). Knowing association may be inferred from the "duration and quality" of the association. *United States v. IBT* ("Senese & Talerico"), 745 F. Supp. 908, 918 (S.D.N.Y. 1990), *aff'd*, 941 F.2d 1292 (2d Cir. 1991).

For purposes of the Consent Decree's associational ban, a person is considered to have been "enjoined from participating in union affairs" if he is either subject to a court order enjoining his participation in the affairs of the IBT or another union, see *United States v. Mason Tenders District Council*, 205 F. Supp. 2d 183, 190 (S.D.N.Y. 2002), or if he was permanently barred from membership in the IBT "pursuant to the disciplinary process established in the [C]onsent [D]ecree," *United States v. IBT*, ("Sombrotto"), 266 F.3d 45, 51 (2d Cir. 2001). The ban applies by its terms to current IBT members (IBT Decision at 5), and the IRB and the Union may enforce the ban by bringing disciplinary charges for violation of the IBT Constitution against members who knowingly associate with a prohibited person (see *id.* at 16).

Kikes does not dispute the evidence that he knowingly contacted Hogan following Hogan's May 29, 2002 expulsion from the IBT. (See, e.g., *id.* at 5 ("... Kikes does not contest [] at least twenty instances of Kikes' intentional, non-incidental association (contact) with Hogan after Hogan had been barred from the IBT").) Further, the panel specifically found that Kikes' testimony regarding his lack of knowledge of Hogan's bar was not credible. (See *id.* at 14 ("After evaluating all of the reliable evidence, the Panel finds that Kikes' testimony on [his] 'lack of notice' and his 'lack of knowledge' about Hogan's bar ... is simply not credible.") (emphasis in original).)

In addition, there was other evidence that demonstrated Kikes' pre-2004 knowledge of Hogan's expulsion. (See *id.* at 13 (citing, *inter alia*, a notification of Hogan's bar published in *Teamster* magazine and a *New York Times* article as circumstantial evidence that Kikes knew Hogan was barred).) For example, Kikes testified that when he saw Hogan in November 2003, he made a cross with his index fingers to indicate "stay away, kind of like the cross with the Dracula thing." (*Id.* at 10.)

He nonetheless telephoned Hogan on December 11, 2003, and spoke to him for 16 minutes. (*Id.* at 15.) Accordingly, the Court finds it was not arbitrary or capricious for the IRB to uphold the Panel's finding that Kikes had knowingly associated with Hogan after Hogan was expelled from the Union.

B. The Sanction Imposed on Kikes Is Not Arbitrary or Capricious

Kikes asserts that his permanent bar should be overturned because (i) the IBT panel mischaracterized the *Bernstein* decision when it stated that the decision mandates a permanent bar for any member who knowingly associates with an expelled member; and (ii) another IBT member, Jerry T. Vincent, received a lighter sanction for the same conduct. (See Kikes Br. at 16-17.) These arguments are without merit.

It is well settled that a "district court reviews penalties imposed by the IBT in accordance with the Consent Decree under an 'arbitrary and capricious' standard." *Boggia*, 167 F.3d at 120. In reviewing an IRB sanction, this Court asks only whether the sanction actually imposed represents an "allowable judgment" in the choice of the remedy. *United States v. IBT* ("Wilson, Dickens, Weber"), 978 F.2d 68, 73 (2d Cir. 1992) (internal citation omitted). "[T]he reviewing court should not overturn the ... choice of sanction[] unless it finds the penalty unwarranted in law or without justification in fact." *Simpson*, 120 F.3d at 348 (citing *Wilson, Dickens, Weber*, 978 F.2d at 73; see also *United States v. IBT* ("Bane"), No. 88 Civ. 4486, 2002 WL 654128, at *16 (S.D.N.Y. 2002) ("The relevant inquiry with respect to an IRB sanction is not whether the Court agrees or disagrees with it but rather is limited to whether the IRB made an allowable judgment in its choice of remedy.") (internal citation omitted), *aff'd*, 59 Fed. Appx. 424 (2d Cir. Mar. 13, 2003).

Neither of Kikes' arguments warrant a reversal of the sanction against him. It is undisputed that permanent expulsion from the IBT represents an "allowable judgment" in the choice of sanction because it is expressly authorized by the IBT Constitution. (See *Boggia*, 167 F.3d at 120 (rejecting challenge to permanent expulsion; "There is no dispute that the IBT Constitution provides that a member may be stripped of membership rights if found guilty of misconduct."); *Carey & Hamilton*, 247 F.3d at 390 (rejecting challenge to permanent expulsion; "[T]he penalty has a basis in the IBT rules and the Consent Decree."); *Senese & Talerico*, 745 F. Supp. at 919 ("it is well within the power of the Independent Administrator to impose lifetime suspension") (citing Section 101(a)(5) of the LMRDA, 29 U.S.C. 411(a)(5)). Accordingly, the choice of sanction here was not "unwarranted in law." *Simpson*, 120 F.3d at 348. Nor was the sanction without justification in fact since the IBT panel found that Kikes knowingly associated with Hogan after Hogan's expulsion from the IBT. (IBT Decision at 5, 14.)

Kikes' argument that his sanction should be overturned because it is disproportionate when compared to that of

another IBT member is without merit. As this Court has specifically held, "it is well established that sanctions given in other cases are not relevant to the Court's inquiry as to whether a particular sanction is unwarranted or without justification." Bane, 2002 WL 654128, at *16 (citing *United States v. IBT* ("*Giacumbo*"), 170 F.3d 136, 144 (2d Cir. 1999) ("Uneven application of sanctions does not normally render the sanction imposed in a particular case arbitrary and capricious.")). Accordingly, the Court finds that it was not arbitrary or capricious for the IRB to find the sanction imposed against Kikes by the IBT "not inadequate."

C. Kikes Has Not Established an LMRDA Violation

Finally, Kikes asserts he was deprived of a "full and fair hearing" guaranteed him by Section 101(5) of the LMRDA because the IBT panel that heard the charges against him was "biased and the outcome was predetermined well before the hearing." (Kikes Br. at 1.) Section 101(5)(C) of the LMRDA "does not require that union disciplinary hearings incorporate the specific protections associated with judicial proceedings, including the right to be represented by counsel and the technical rules of pleading, procedure, and evidence." *Frye v. United Steelworkers of Am.*, 767 F.2d 1216, 1224 (7th Cir.), cert. denied, 474 U.S. 1007 (1985). Rather, courts should intervene in union disciplinary actions under section 101(a)(5) "only if there has been a breach of fundamental fairness." *Carey & Hamilton Discipline*, 22 F. Supp. 2d at 143 (quoting *Ritz v. O'Donnell*, 566 F.2d 731, 737 (D.C. Cir. 1977)).

In order to assert an LMRDA claim based on bias, "plaintiffs must make specific factual allegations of bias that show that the panelists were incapable of hearing plaintiffs' case impartially." *Yager v. Carey*, 910 F. Supp. 704, 715 (D.D.C. 1995). A court may find a union panel biased "only upon a demonstration that it has been substantially actuated by improper motives." *Id.* (quoting *Parks v. Int'l Brotherhood of Elec. Workers*, 314 F.2d 886, 913 (4th Cir. 1963), cert. denied, 372 U.S. 976 (1963)).

Kikes fails to meet this burden because his assertions of bias amount to mere speculation and conclusions. For example, Kikes asserts that Rome Aloise ("Aloise"), Assistant to the IBT General President, "interfered" with his witnesses by preventing them from testifying at his hearing. (See, e.g., Kikes Br. at 8-9.) However, Kikes concedes that three witnesses did testify on his behalf at the hearing. (*Id.* at 9.) Further, Kikes' only evidence of a specific instance of alleged interference is a telephone call from Aloise to Rick Middleton, President of Teamsters Local 572, in August 2005. See *Id.* However, Mr. Middleton subsequently appeared as a witness on Kikes' behalf. (See IBT Decision at 11-12 (discussing testimony of Rick Middleton and Kikes' two other witnesses).)

Kikes alleges that Aloise "was observed talking at length" with one of the IBT panel members at a "Change to Win" Convention held a few weeks after Kikes' hearing, in violation of a hearing notice concerning communication between Panel

members and interested parties. (Kikes Br. at 10.) However, even if Aloise and the panel member were discussing Kikes, which Kikes does not allege, Aloise was not an interested party to Kikes' disciplinary hearing, and therefore the hearing notice was not applicable to him. (See generally IBT Decision at 1-3.)

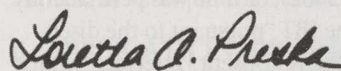
Finally, Kikes asserts bias based upon allegations that the Panel hired as counsel a "union-busting, management lawyer" who allegedly took an "unusually active role" in advising the Panel. (Kikes Br. at 2, 15.) These allegations amount to mere conclusory assertions which fall far short of the "specific factual allegations of bias" required for this Court to find a LMRDA violation. (See Kikes Br. at 14-15.) Accordingly, this Court finds Kikes has not established a LMRDA violation.

CONCLUSION

For the reasons described above, the IRB's decision is affirmed in all respects, and Application 121 is granted.

SO ORDERED:

Dated: New York, New York
August 7, 2007



LORETTA A. PRESKA, U.S.D.J.

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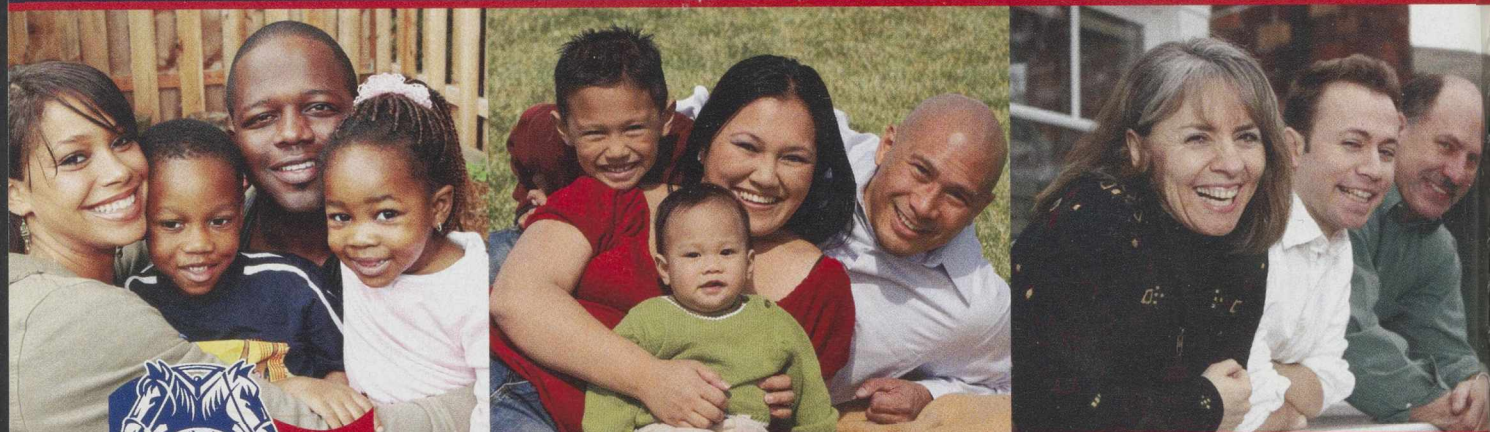
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